



**MANOR**  
TEACHING SCHOOL HUB

**Spring**  
**2025**



## Can you believe it's already March?

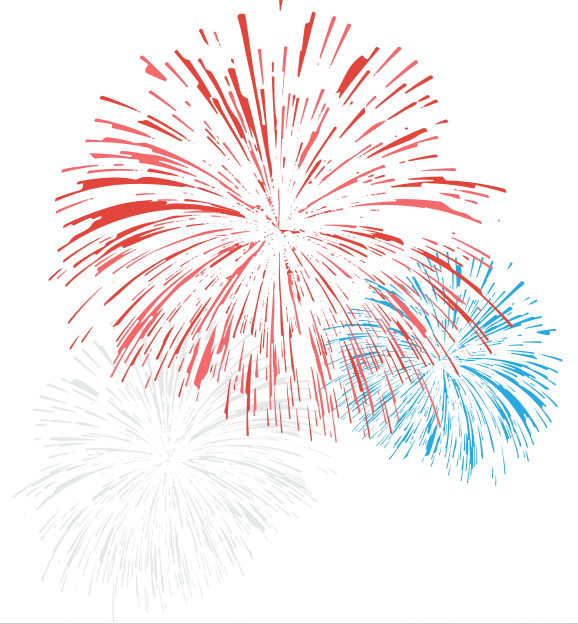
As we look forward to longer days and warmer weather, we're excited to share some of the highlights since October's newsletter, along with updates on professional learning developments, including NPQs, Appropriate Body services, and ways you and your school can help shape the future of education.

### In this issue:

- NPQ Impact and applications
- ITT Strategic Role – How can your school support the recruitment of teachers of the future?
- Get into teaching
- Spring SEND offer with Albright Education Centre and Haybridge Teaching School Hub

# CONGRATULATIONS

Everyone at Manor Teaching School Hub would like to give a HUGE shout out to all our participants who have successfully passed their NPQ this term! We are absolutely thrilled to celebrate this incredible achievement with each and every one of you. Congratulations on your hard work and dedication!



## The NPQs Which one is for you?



As always, we will be collaborating with Ambition Institute to offer NPQs that will begin in April. There is still time to apply and places available on the following programmes:

MANOR TEACHING SCHOOL HUB  
Fully funded  
National Professional Qualification for SENCOs

MANOR TEACHING SCHOOL HUB  
Funding available  
National Professional Qualification for Leading Teacher Development

MANOR TEACHING SCHOOL HUB  
Funding available  
National Professional Qualification for Leading Behaviour and Culture

Deadline for applications is 12 noon on Tuesday 18th March 2025.

For more information please download the information packs by clicking on each NPQ above.



## **NPQ Impact**

We've been eager to understand the impact that the NPQs are having on both the participants and the schools that engage with us. Recently, we analysed feedback from surveys, and the results have clearly shown the positive difference these programmes are making. It's fantastic to see the benefits the NPQs are providing to schools in our Hub area!

## **Participant Survey**

The survey conducted on participants who started their NPQ in the 2022/23 academic year revealed that the programmes have had a highly positive impact on both their leadership practices and teaching.

Key findings include:

- 41% of participants have advanced in leadership roles within their schools after completing the NPQ.
- 90% reported that the learning from the NPQ positively influenced their teaching.

The NPQ programmes focus on leadership, and participants felt that their NPQ not only enhanced their existing knowledge but also helped them take on new roles or move up the leadership scale. The learning was shared widely within schools, impacting school-wide initiatives such as the Senior Leadership Team (SLT), school improvement plans, CPD, and performance management.

Examples of the various NPQ impact include:

- Working with SLT to review and implement strategies.
- Leading CPD and strategic planning.
- Supporting other school leaders, especially in Early Years and maths.
- Using NPQ learning in a secondment role at a different school.

Participants found the programmes impactful because they provided evidence-based approaches to leadership and change implementation. Several highlighted how the NPQ improved their approach to leading change, fostering staff cooperation, and using structured strategies to ensure new initiatives were successfully embedded in schools.

## Heads and Trust Leaders Survey

The survey, distributed to Heads and Trust Leaders whose staff participated in NPQs during the 2022/23 academic year, assessed the impact of the programme on leadership practices and teaching methods. The responses reflecting a range of NPQs, with participants starting in either Autumn 2022 or Spring 2023.

Key findings from the survey include:

- **Retention and Promotion:** 78% of participants remained at their original schools, while 17% moved to new roles for promotion.
- **Monitoring Impact:** Heads and Trust Leaders used strategies such as team monitoring, coaching, solution circles, and performance management discussions to assess the NPQs' effects on leadership and teaching. A key focus was on evaluating the development of Middle Leaders and their ability to independently drive curriculum and departmental changes.

Leadership Impact:

- 83% of leaders reported positive effects on leadership practices within their schools, highlighting areas such as:
  - Clearer understanding of strategic planning and school development.
  - Increased leadership opportunities for staff, such as taking on governor roles or leading school improvement projects.
  - More confidence in leading and initiating change, with several leaders securing promotions post NPQ.
  - Greater focus on evidence-based decision-making and supporting staff effectively.

Some leaders also noted that the NPQs improved their ability to manage workload, prioritise tasks, and use research to inform practice. The adoption of a coaching and mentoring system, and greater insight into school issues, were also significant benefits.

Impact on CPD:

- Some Heads and Trust Leaders reported that NPQs influenced their CPD strategies by introducing more timely initiatives and embedding a research-based approach. Internal teams became more confident in delivering CPD, with peer-to-peer reviews becoming a prominent feature.
- Some schools shifted to evidence-based CPD with a focus on continuous learning and progress monitoring.

# The NPQs

## Future Considerations:

- Leaders were asked about future NPQ investments, given potential time and financial implications due to reduced DfE funding. Despite these challenges, the general consensus was that the NPQ programmes have a positive impact and would continue to be considered in future staff development plans.

In conclusion, the survey results indicate strong positive outcomes from NPQs, particularly in leadership development and the implementation of evidence-based practices in schools, with some schools adapting their CPD strategies accordingly.

## ITT Teacher Training

Do you know anyone who's ready to start their journey to becoming a teacher?

Manor Teaching School Hub will be hosting several information sessions for anyone interested in pursuing a career in teaching. These sessions will cover details about the various routes and courses, qualifications needed, how to apply, and financial support available.

We need your support to help us spread the word! Please share information about these events with your local community, and use the flyer attached at the bottom of this Newsletter to help advertise the sessions.

Thank you for your support!

## Use your degree **to teach**

Manor Teaching School Hub will be holding several information sessions for anyone who is interesting in teaching as a career. The meetings will provide information on the various routes and courses, qualifications required, how to apply and finance.

If you would like to join one of the virtual or face to face sessions please get in touch with Anita Jenkins: [ajenkins@manorteachingschoolhub.com](mailto:ajenkins@manorteachingschoolhub.com)

Date	Venue
Wednesday 29.1.25	Manor Primary School 1pm - 3pm
Wednesday 26.2.25	Manor Primary School 5pm - 6pm
Wednesday 5.3.25	Manor Primary School 10am - 12pm
Friday 14.3.25	Manor Primary School 10am - 12pm
Thursday 20.3.25	Manor Primary School 1pm - 3pm
Friday 4.4.25	Manor Primary School 10am - 12pm

# How else can our school support the quest to recruit more teachers to this amazing career?

There are several ways your school can support the recruitment of more teachers to this rewarding profession! Here are some ideas:

## 1. Peer Mentorship & Shadowing Opportunities:

Encourage current teachers to serve as mentors or hosts for shadowing programmes. Prospective teachers can experience a day in the life of a teacher and see first-hand what the role entails.

## 2. Partnerships with Local Universities/Colleges:

Build connections with local universities or colleges to offer teaching placements and internship opportunities for teacher training students. This gives future teachers valuable classroom experience and creates a natural pipeline to your school.

## 3. Celebrate the Impact of Teaching:

Share success stories from your current teachers, both within your school and the broader community. Use social media, newsletters, and open days to highlight the rewarding aspects of being a teacher, from personal growth to making a real difference in students' lives.

## 4. Create an Inclusive and Supportive Environment for New Teachers:

Build a reputation as a school that values and supports early career teachers. Offer robust induction programmes, professional development, and a supportive leadership team that empowers new staff.

## 5. Host Open Days or Teaching Experience Days:

Invite members of the community to visit your school, participate in workshops, and explore the opportunities available in teaching. These hands-on experiences can help demystify the profession and inspire people to join.



## 6. Promote Flexible and Diverse Career Routes:

Emphasise that teaching is a career with a variety of entry points, including graduate schemes, apprenticeships, and alternative routes. Highlight how individuals with different backgrounds and experiences can bring unique strengths to the profession.

## 7. Encourage Alumni to Return and Share Their Experiences:

Reach out to former students or former staff members who have gone on to become teachers and invite them to speak at school events about how they transitioned into teaching and the benefits of the profession.

## 8. Offer Workshops or 'Teach First' Events:

Consider organising events that offer a deep dive into the teaching profession, explaining routes like SCITTs and Apprenticeships. Engage with prospective teachers by offering them a closer look at how to begin their teaching journey. If this is something you would like to get involved in, please feel free to email us at [ajenkins@manorteachingschoolhub.com](mailto:ajenkins@manorteachingschoolhub.com)

By implementing some or all of these ideas, your school can play an even larger role in inspiring the next generation of educators.

### How Schools Can Engage in Initial Teacher Training & Recruitment



#### > Communication

**Involvement:** Promote the profession and recruitment to ITT via your website and school communication channels.

**Benefits:**

- Supporting the future of teaching



#### > Placements

**Involvement:** Up to 120 days and a mentor for 1.5hrs per week for each trainee

**Benefits:**

- Financial reimbursement for the placement
- Showcase your provision to prospective teachers of the future.
- Recruit teachers to your school.
- High quality CPD for mentors
- Retention of high-quality staff who take on responsibility of mentoring



#### > Interview involvement

**Involvement:** A leader to join an interview panel of ITT recruitment as required.

**Benefits:**

- Recruit trainees to placements at your school
- Contribute to the quality of trainee teachers



#### > Enhanced Placements

**Involvement:** Up to a week offering a specialist experience for a cohort of ITT trainees.

**Benefits:**

- Showcase your provision to prospective teachers of the future.
- Providing specialist CPD for trainees in your expert field of teaching

#### > ITaP

##### (Intensive Training and Practice)

**Involvement:** Hosting trainees for in class observations (0.5 – 2 days) and/or facilitate 'expert' input sessions.

**Benefits:**

- Financial reimbursement for the involvement
- Share your school's pedagogical strengths
- Showcase your provision to prospective teachers of the future
- Recruit teachers to your school
- CPD for staff and leaders alike

#### > Facilitation

**Involvement:** Deliver Professional Studies training sessions for an ITT provider, linked to Core Content Framework.

**Benefits:**

- Possible financial reimbursement from the ITT provider
- CPD for staff and leaders alike
- Opportunity to share your schools key strengths

#### > Subject Lead Involvement

**Involvement:** Deliver subject specific training sessions for an ITT provider, linked to Core Content Framework.

**Benefits:**

- Financial reimbursement from the ITT provider
- CPD for subject leaders in your school
- Opportunities for subject leads to share the knowledge and passion for their subject.

#### > School Experience

**Involvement:** 0.5 – 1 day taster day observing best practice in your school at convenient times for yourselves. Register your school [here](#).

**Benefits:**

- Supporting with recruitment to ITT

**We are excited to announce that a record number of new schools have joined us, resulting in a significant increase in Early Career Teachers (ECTs) and Mentors registered with Manor Teaching School Hub!**

Manor Teaching School Hub provides comprehensive training for Early Career Framework (ECF) induction and Appropriate Body services. Through our partnership with Ambition Institute, ECTs gain access to a structured, evidence-based framework designed to guide them through their first years of teaching. This programme focuses on building practical skills through evidence-based learning strategies and targeted next steps, enabling ECTs to apply new techniques in the classroom immediately after regular instructional coaching sessions.

Our holistic approach combines high-quality mentoring, professional development, and continuous feedback tailored to each ECT and their school's needs. When schools combine both the ECF programme delivery and Appropriate Body (AB) services, we ensure seamless support, helping ECTs grow and thrive in their careers and support schools with the statutory induction period.



By integrating both the ECF programme delivery and AB services, we can provide a more personalised and impactful support system for Early Career Teachers (ECTs). Feedback from our partner schools highlights that this approach results in:

**Stronger Support for ECTs:** ECTs report feeling fully supported throughout their induction journey, with tailored guidance that meets their unique needs.

**More Engaged Mentors:** Mentors engage with ECTs on a more frequent and meaningful basis, helping to foster stronger professional relationships and development.

**Clearer Induction Processes:** Induction tutors benefit from a comprehensive understanding of their responsibilities, ensuring that all roles in the induction process are clearly defined and well-executed.



**Ceri Porter**  
**Deputy Director of Manor Teaching School Hub**





**CAREER IN  
TEACHING?**

## **Train to teach in a local school following a school centred approach**

**If you know someone who is ready to start training to teach**, direct them to Barr Beacon SCITT. They offer a variety of routes into teaching, including Secondary (based in Walsall) and Primary, with two local lead partners: Manor Primary School in Wolverhampton and Ryders Hayes in Walsall.

Barr Beacon also provides an Assessment Only route, perfect for those with substantial experience as an unqualified teacher. In addition, they offer Subject Knowledge Enhancement programmes and Teacher Internships, supporting individuals at various stages of their teaching journey.

Train to Teach with BBSCITT for a career in teaching. [Click here](#) or scan the QR code:





## CPD from our Networks:

We are also delighted to signpost the work of our local Curriculum Hubs who offer a range of high quality, evidence-informed programmes that have real impact on pupil outcomes.

Please share this with your Maths Lead(s) and Line Manager for **Maths**.

The Maths Hubs catalogues for 2024-25 outline our range of **funded, professional and school development opportunities for Early Years, Primary, Secondary & Post-16**.

The overview index on **Page 6** offers you the chance to click directly to pages of interest for your school  
Please click on the appropriate link below:

[North Mids Maths Hub](#) (includes South Staffordshire and Walsall)

[SHaW Maths Hub](#) (includes Wolverhampton)

Walsall and Wolverhampton's local Music Hub will be [Dudley Performing Arts](#).

[New Black Country Music Hub announced | Dudley Council News](#)

South Staffs local Music Hub will be [Entrust Music Service Staffordshire | Entrust Education](#)

[Birmingham and Central Midlands Computing Hub - Bishop Challoner Training School \(bctsa.org\)](#)

[St John Bosco English Hub - Home \(st-johnbosco-englishhubs.co.uk\)](#)

[Science Learning Partnerships \(sciencehub.org.uk\)](#)

[Home Page | Billesley Research School](#)

[Apply to Join the Behaviour Hubs Programme](#)

[Thrive Together Early Years Stronger Practice Hub \(West Midlands\) | Stronger Practice Hubs](#)

[Thrive Together Stronger Practice Hub \(ryders-hayes.co.uk\)](#)



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