

NEWS

Season's Greetings from the Director of East London Teaching School Hub

As we approach the end of the calendar year, there is opportunity to reflect on our work with teachers across Tower Hamlets and Hackney. The end of term also marks a moment of celebration, and appreciation for the collective efforts of those at the Hub, our facilitators and our partners, to ensure that teachers in our region have access to the best evidence-informed teacher development opportunities, which have impact on the children in our schools.

In this edition of our newsletter, we wanted to encapsulate the spirit of collaboration, transparency and inclusion that underpins our work with you.

Within these pages, you will hear the voices of those we work with including ECTs, mentors and facilitators drawn from local special, primary and secondary schools. There is also guidance on policy changes in initial teacher education and our role in supporting this within the region.

As you look to the new term ahead, we invite you to consider if now is the time to undertake a new professional development opportunity, such as becoming a facilitator or enrolling on the last cohort of NPQs with guaranteed funding. New Year, New NPQ? Do get in touch with us if this is the case!

Have a great break and a Happy New Year.

Ruth Smith

Director of East London Teaching School Hub



The strategic role of Teaching School Hubs in Initial Teacher Education

Schools play a vital role in Initial Teacher Education (or Initial Teacher Training) by hosting placements and providing mentors. The DfE has commissioned Teaching School Hubs to play a strategic role in regional Initial Teacher Education.

This includes:

- Understanding how schools engage with initial teacher education, such as hosting placements for accredited providers. We recently requested schools respond to a survey telling us about their current and possible future engagement. We will share more details about this in our next newsletter.
- Working closely with local and regional accredited providers to understand their programmes and how we can support engagement, for example through guidance, promotion and recruitment events.

We know that many schools view supporting the development of the next generation of teachers as part of their professional purpose. As well as supporting their own school recruitment needs, schools enable the pipeline of new teachers to the profession.

How Initial Teacher Education is intended to support and benefit everyone

ITE is intended to support and benefit everyone



Continued on next page...

The many ways Initial Teacher Education supports schools

ITE can support schools and staff in many ways



Opportunities to work with talented trainee teachers, who may be a strong fit for future teaching vacancies in their placement school



Professional development for teaching staff who provide mentoring and support for trainee teachers



Access to the latest research, practice and innovation on teaching and support for children and young people



Access to support from ITT Providers and their wider networks

The DfE's ITE review recommended a new set of Quality Requirements which come into force across the sector in September 2024. These requirements cover a range of areas, including mentoring and the curriculum.

What does the ITE reform mean for schools?

What does the ITT reform mean for schools?

Following the reforms, from September 2024 there will new quality requirements for all ITT courses. These include:



Mentoring – minimum of 1.5 hours of mentor time per week for trainees and mentor training requirements.

Mentors will engage with 20 hours of development. (6 hours 'refresher' in following years)



A more strategic role for Teaching School Hubs in ITT, so that they can support their local school networks to be involved



Intensive Training and Practice (ITAP) is a new element which must be part of all ITT courses

By Tessa Blair

Deputy Director of East London Teaching School Hub

ITE events coming up in Spring 2024

Remote Breakfast Briefings

East London Teaching School Hub invite you to join us for one of the ITE Breakfast Briefings for School Leaders, which will take place online on the following dates from 8:30am to 9:30am:

Remote Breakfast Briefings dates:

- ✓ Thursday 25th January 2024
- ✓ Tuesday 26th March 2024
- ✓ Thursday 25th April 2024

Zoom event link:

<https://us06web.zoom.us/j/82099176757>



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Learn to teach in East London Open Event

Date: Wednesday 7th February 2024

Time: 3.30pm – 5:30pm

Venue: Mulberry School for Girls, Richard St, Commercial Road, London, E1 2JP

LETTA and the Mulberry College of Teaching are school-centred initial teacher education providers based in East London. Between us, we provide teacher training qualifications for early years, primary, secondary and SEND teachers across the East London region.

Click [here](#) to book a place at the event.

Visit our websites for more information:

www.letta.org.uk/train/train-to-teach

www.mulberrycollegeofteaching.org

www.eastlondontsh.org/get-into-teaching



The DfE has information for schools and those who would like to become a teacher in the future:

For more information on how schools can support placements see guidance [here](#).

For more information on applying to train to teach [click here](#).



ECF impact in the East London region

Cohort 3 of ECTs and mentors have thrived at the start of their programme. Of 204 Year 1 ECTs 96% reported satisfaction rates in their first module survey. We are delighted to share that 453 new ECTs and mentors have joined the ECF programme that we lead in partnership with UCL and a local consortium of partners including Hackney Education, Hackney Teachers' and Schools Alliance, THEP and LETTA. We are now working with over 950 teachers across 152 schools in Tower Hamlets, Hackney and beyond.

Here are some of the comments from ECTs this term:

BY
TESSA
BLAIR

Deputy Director
of East London
Teaching School
Hub and Early
Career Framework
Programme Lead



The Maths, Computing and Science cluster meet their facilitators Pete Nicholls and Rukshana Begum for their first face-to-face session

Testimonials

EARLY CAREER TEACHERS (ECT)



"Great opportunities for collaboration with other ECTs in the local area and accessible material to read through"



"Exemplary, offering a comprehensive and well-structured approach. The training sessions have been informative, engaging and have significantly contributed to my professional growth."



"I've had a fantastic experience with the programme so far, with a special appreciation for the in-person meetings where I engaged in interesting conversations with other colleagues."



"The face-to-face meetings have proven to be incredibly valuable, offering me the opportunity to engage in meaningful discussions with fellow teachers regarding teaching practices and exchange of helpful tips."



Connecting Hackney and Tower Hamlets Schools



Year 1 ECTs at the welcome conference, September 2023



Testimonials

MENTORS

Many mentors who work with the ECTs each week, guided by a range of online resources and their own development programme, also appreciate the balance of structured and flexible support for their important work.



"Having been a mentor for quite a number of years the specific focus of the ONSIDE mentoring style has been very helpful and liberating knowing it is non-judgemental"



"Building trusting, collaborative relationships with ECTs, modelling best practices, and personalising support to their unique needs are key lessons I've learned as a mentor"



"The sessions were excellent. I could meet and discuss the role of mentoring with other colleagues. It added a lot of clarity to the role and provided reassurance to what I was doing."



"I feel the sequenced yet flexible approach works well in supporting my mentee. The case studies have been useful and I welcome the new read, review, tailor, tick model"



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ECF local partners



Celebrating a successful year for our 2023 NPQ participants and their facilitators!

The East London Teaching School Hub held the Consolidation Conference for our Spring 2023 Specialist NPQ participants in December. This is an exciting event which brings together participants learning from across their programmes, giving them the opportunity to reflect on how far they have come and consider the next steps for their leadership development. They also share their implementation projects with each other, as well as getting a useful insight into the assessment process. It is really wonderful to see confidence levels increase throughout the day and hear our brilliant participants talk about what they will be doing once they have graduated from the programme.

Of course, our Consolidation conferences wouldn't be the fantastic events they are without our team of facilitators who come together, from across all our specialist programmes, to deliver the day as a team. And what a team they are! Our trained assessors were even able to offer hints about exactly how to tackle the summative assessment. Others provided really interesting feedback on implementation projects, bringing knowledge of tackling change every day in their own schools. As Abi Hooper, our NPQLBC facilitator said:

"[High-quality facilitation] works best when facilitators can bring practical advice to the course participants from where we've succeeded (and from the mistakes we've made!) in our own journey to school leadership."



Ben Sperring and Tim Harrington with their NPQLTD participants



NPQLTD groups preparing for their implementation project presentations in the afternoon



NPQLBC participants receive their certificates – a proud moment for all!



What are the strengths of local leaders in Hackney and Tower Hamlets facilitating our NPQ programmes?

The facilitator team at East London Teaching School Hub has such a range of experience, with facilitators from across Tower Hamlets and Hackney, Headteachers, consultants and Professional Development Leads, and we are lucky to fully represent the Primary, Secondary and Special School sectors. This means that we are able to pair facilitators so groups always hear different voices during sessions. This level of experience means that participants hear directly from leaders who have walked in their shoes how they have faced challenges, made change and delivered impact for young people. Hearing first-hand how someone might approach an issue, how they have acted on research in their own contexts or how they have developed their resilience for leadership brings a practical context and a local authenticity to the NPQ programmes.

And the team will be back in the Spring!

We are currently recruiting for NPQ programmes starting in February. If you, or someone you know, would enjoy and benefit from a leadership qualification with a strong research base, please have a look at our website. **Registration closes on 18th January and applications should be in by 21st.**

By Nadia Dellagana-Campbell
UCL NPQ Programme Lead



Lisa Coakley, one of our NPQLT facilitators, says

"It is so rewarding to see participants develop a greater understanding of the complexities of their roles in schools and I enjoy hearing about the range of contexts in which they work."

Jeremy Iver, who has facilitated on our NPQSL programme says

"Often questions posed by participants cause you to consider aspects of your practice - even your world view - that you had long since set in stone. Revisiting why you believe what you believe and why you do what you do is not just revitalising - it's necessary."

Lisa, Liza, Abi, Vicki and Lucia host the cohort 4 Consolidation conference, December 5th 2023



Our Autumn 2022 NPQSL group looking bright after a fresh break from summer!



Thank you to all our brilliant Cohort 4 Specialist facilitators for making the NPQ conference an experience that encapsulated the spirit of collaboration.

Are you interested in gaining a nationally recognised qualification in leadership?

Find out how NPQ participants have transformed their leaderships skills on [our programmes](#) and start your application [here](#)!

Applications are open for Spring 2024 cohort of NPQ programmes. These programmes are fully-funded for state schools, with additional money available for small schools to help with cover costs. This may be the final chance to register for an NPQ with guaranteed funding. See [here](#) for more funding information.

At the East London Teaching School Hub we offer the full suite of Specialist and Leadership National Professional Qualifications for Education Professionals, including the highly anticipated NPQ in Leading Primary Maths. We can help you apply your study to what you are doing right now.

NPQ

- ✓ NPQ Leading Teacher Development
- ✓ NPQ Leading Teaching
- ✓ NPQ Leading Behaviour and Culture
- ✓ NPQ Leading Literacy
- ✓ NPQ Leading Primary Maths
- ✓ NPQ Senior Leadership
- ✓ NPQ Headship
- ✓ NPQ Early Years Leadership
- ✓ Early Headship Offer



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Appropriate Body Services

How we are strengthening support for ECTs at the start of their career

All newly registered ECTs working in Tower Hamlets and Hackney work with East London Teaching School Hub's Appropriate Body Services. We work closely with the two other local authority Appropriate Bodies who continue to work with previously registered ECTs. For example, we have commissioned Emma Burton and Zoe Howe to work as Local Officers for the hub to ensure schools who work with the two local Appropriate Bodies have one key point of contact.

The statutory guidance has strengthened the expectations for ECTs' support to ensure they thrive at the start of their career. Key requirements include:

- Two years of structured support, following a programme of learning clearly underpinned by the Early Career Framework
- A named mentor who offers regular mentoring within the school timetabled day
- Termly reports shared with the Appropriate Body

- A separation in role between the mentor, who offers the regular support, and the Induction Tutor who provides regular monitoring, support and leads the assessment.
- A requirement for the Headteacher to be clear on the ECT's journey through induction, including requesting previous reports if the ECT has joined their school part way through. The Appropriate Body can do this on your behalf with permission.

This term over 530 reports from 138 schools will be shared with the hub, reporting on the progress ECTs are making towards demonstrating the Teachers' Standards at the end of their induction. In our role to quality assure induction experiences we read these carefully,

with special attention on the ECT's own comments. Over 20% of the schools we work with will be visited this year as part of our quality assurance approach, which intends to learn about excellent practice in our region, as well as to ensure ECTs have the support they are entitled to.

What does a FAIR assessment look like?

- F**ormative - provides a sense of where the ECT is and their next steps
- A**greed - the ECT has been actively involved in the process and there are no surprises
- I**ndividualised - shows a sense of the individual ECT as a practitioner
- R**ange of evidence - concise and concrete examples drawn from the ECT's practice, in addition to the formal observation



East London Teaching School Hub
Appropriate Body Services



Key information

Find the ECF Session Schedule for the current academic year on our website [here](#).

Follow us on social media to keep up with all the latest ELTSH events and information

 @eastlondontsh

 eastlondontsh

 @EastLondonTSH

Autumn 2023 NPQ Session Schedules

If you are studying an NPQ programme this academic year you can check your schedules by visiting the website [here](#).

2023-2024 Session Schedules

The East London Teaching School Hub is proud to present the academic year's activity:

Primary Education

Hackney ECF Pack (2023-24)

LETTA ECF Pack (2023-24)

PA ECF Pack (2023-24)

THEP ECF Pack (2023-24)

HTSA ECF Pack (2023-24)

Secondary Education

ECF Pack (2023-2024)

For more information, contact ecf@eastlondontsh.org



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Contact us

Please do contact us if you have any queries or questions:

For Early Career Framework Full Induction Programme enquiries: ecf@eastlondontsh.org

For Appropriate Body enquiries:
ab@eastlondontsh.org

For ITT enquiries:
ITT@eastlondontsh.org

For all other enquiries: info@eastlondontsh.org

Visit us on the web at
[East London Teaching School Hub](#)

East London Teaching School Hub

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