

CPD / Career Pathways

Stage	Who	Criteria	CPD Options
1	Establishing Support	New Learning Support/ Teaching Assistants	<ul style="list-style-type: none"> • Bookable CPD induction with Trust CPD Lead • Shadowing an experienced LSA
2	Established Support	Experienced LSAs/TAs, with consistently strong practice	<ul style="list-style-type: none"> • Attending staff meetings • Attending twilight sessions • 'Every' CPD courses • HLTA courses • Leading training with the Central Teacher
3	Advanced Support	Unqualified teachers, Higher Level TAs, TAs with lead responsibility & students	<ul style="list-style-type: none"> • Mentoring from Central Teacher • Joining planning sessions with teachers • 'Every' CPD courses • 1 x day placement at another Trust school
4	Developing Teachers	Early Career Teachers	<ul style="list-style-type: none"> • Observe teaching in another school with the Central Teacher • Ongoing support from in-school mentor • Trust ECT Lead support and networking group
5	Established Teachers	Securely 'good' teachers (minimum 3 years)	<ul style="list-style-type: none"> • Developmental work with the Central Teacher • Mentoring students and or trainees • NPQ courses • Core subject leadership shadowing • Safer recruitment training • LOTC Level 1
6	Advanced Teachers	Upper Pay Range Teacher, Middle Leadership Team, Consistently 'outstanding' practice	<ul style="list-style-type: none"> • NPQSL • Leadership coaching qualification • Mentoring of ECTs • New staff induction and mentoring • Providing developmental work • Level 3 DSL training • 1 x week placement at another Trust school
7	Leadership	SLT Core subject leads Consistently 'outstanding' practice	<ul style="list-style-type: none"> • SENCo training • Coaching other staff • Regular supervision • Trust conferences • NPQH/ CoF NPQH • Leadership of the whole school
8	Executive	Headteacher/CFO/ COO/CFO	<ul style="list-style-type: none"> • Weekly placement at other schools • EHT programme/NPQEL • MA/Doctoral Support • CIMA (accountancy)



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Stage	Criteria	Admin Staff	Site Staff	Catering/Lunchtime Staff
1	New to role/skill	<ul style="list-style-type: none"> • Arbour training 	<ul style="list-style-type: none"> • Estate Lead mentoring 	<ul style="list-style-type: none"> • Behaviour training • Basic first aid and mental health training
2	1 to 3 years experience/skill level	<ul style="list-style-type: none"> • Basic first aid • Paediatric first aid • Basic coaching training • TFM shadowing 	<ul style="list-style-type: none"> • "Trades" course • Estate Lead shadowing • "Every" CPD courses 	<ul style="list-style-type: none"> • First Aid training • Play Lead training • LSA/TA shadowing
3	Managing others Leading well	<ul style="list-style-type: none"> • DSL Level 3 • AAT • CFO/COO shadowing 	<ul style="list-style-type: none"> • Competent person training • CFO/COO shadowing • Basic coaching training • PAT testing training 	<ul style="list-style-type: none"> • Basic accountancy training • Paediatric first aid training
4	NPQ in Leadership Coaching qualification Mentoring of new staff Providing developmental work Level 3 DSL training Placement at another Trust school CIPD Level 3 CIMA			