

Teaching School Hubs Prospectus 2022-2023







Table of Contents

Part 1: About Teaching School Hubs	4
Welcome from Martin Smith, Director of SWIFT.....	4
Vision, Values and Aims	4
Our Vision Statement	4
Values.....	4
Aims.....	5
Teaching School Hub Programme	5
More Information	5
Colyton and Kingsbridge TSHs: a joined-up approach	5
Colyton Teaching School Hub.....	6
About the Lead School	6
More Information	6
Kingsbridge Teaching School Hub	6
About the Lead School	6
More Information	6
Part 2: The Teaching School Hub Programme	7
Early Career Framework	7
The SWIFT-Teach First ECF Programme.....	7
Additional SWIFT Benefits	8
More Information	8
Register	8
Testimonials	8
Appropriate Body Service	9
Prices Cohort B 2022 – 2024	9
Benefits of the SWIFT Appropriate Body Packages for Schools	10
Additional SWIFT Benefits	11
Testimonial	11
Register	11
More Information	11
National Professional Qualifications.....	12
Our NPQ Programmes	12
More Information	13
Register	13
Testimonial	13





Part 1: About Teaching School Hubs

Welcome from Martin Smith, Director of SWIFT

The South West Institute for Teaching – or SWIFT for short – is proud to play a key role in the delivery of the Teaching School Hub (TSH) programme in Devon, Plymouth and Torbay.

Kingsbridge TSH was one six 'Test and Learn' TSHs designated nationally in 2019 and Colyton TSH was designated in 2020 as part of the national roll-out. What is unique about our setup is that we have a fully integrated delivery model where both TSHs work as one. Our drive to do this – as you'll see from the Vision below – stems from our aim to maximise the quality of our delivery for schools in the area and minimise competition and duplication of effort.

Our first year as a TSH partnership has been highly successful. For instance, we have:

- Trained 432 Early Career Teachers and 368 Mentors.
- Provided induction support to 450 Early Career Teachers through our Appropriate Body service.
- Delivered NPQs to 426 programme members.

In addition, evaluations for programme members has been consistently high from termly surveys.

Our two TSHs work in close partnership with a wide range of Trusts, Local Authorities and other regional and national providers. You can find out more about our partnership model [here](#).

Vision, Values and Aims

Our Vision Statement

Our vision is to create world-class opportunities for staff to learn, develop and connect so that all children, especially the disadvantaged, achieve the best education outcomes. To achieve this, we adhere to a set of values that guide our actions and clear aims that structure our priorities. Our theory of change shows the logic of how the challenges facing schools, our activity and our aims all line-up.

Values

- Every child has the right to a high-quality education.
- We believe in collaboration and partnership.
- We strive for quality in all we do, including a commitment to evaluate our impact.
- We prioritise approaches that are evidence-informed and represent the best chance of success.
- We commit to equality, diversity and inclusion so that all staff we work with can access world-class opportunities.
- Trusted by schools to provide the highest standards of public service.

Aims

To improve educational outcomes for all children, especially those from disadvantaged backgrounds through our commitment to:

1. Strengthen recruitment into schools of high-quality teachers and other professionals.
2. Improve retention of new Early Career Teachers by ensuring they have access to receive high quality training and support.
3. Enable teachers and other professionals to continuously improve through training, support and research pathways.
4. Develop world-class leaders through innovative training, coaching and challenge.
5. Cohere national, regional and local policies and practices to create powerful action for improvement.
6. No school type, phase, subject or area is left out.

Teaching School Hub Programme

Teaching School Hubs (TSHs) play a key role in implementing the Department for Education's (DfE) vision of world-class professional development opportunities for teachers that support recruitment and retention in the profession. TSHs deliver Initial Teacher Training (ITT), the Appropriate Body (AB) and Early Career Framework (ECF), National Professional Qualifications (NPQs) and Continuing Professional Development (CPD), contextualising national programmes into local area settings.

To achieve this, TSHs build system partnerships with national lead providers, Curriculum and Specialist Hubs, Research Schools, Local Authorities, Schools and Multi Academy Trusts.

More Information

[Website | here](#)

[Video Animation | here](#)

[Contact | here](#)

Colyton and Kingsbridge TSHs: a joined-up approach

The two designated Teaching School Hubs (TSHs) for Devon, Plymouth and Torbay are Colyton and Kingsbridge.

Working together as part of South West Institute for Teaching (SWIFT), both TSHs offer a single, joined-up approach, combining governance, staffing, and operations; which allows us to be more efficient and have more time and resources to support Schools and Trusts.



Colyton Teaching School Hub

Colyton Grammar School (Colyton) was designated a Teaching School Hub by the Department for Education in January 2021. The Designated Area includes the Local Authority Districts of East Devon, Mid-Devon, North Devon and Torridge, covering 194 schools.

About the Lead School

Colyton is an exceptional school with a long-standing track record of transforming pupils' lives, especially those from disadvantaged backgrounds. In 2020 Ofsted rated Colyton 'Outstanding', describing the school as 'exceptional'. Outcomes for all pupils are excellent, including for disadvantaged students:

'Last year 18% of disadvantaged students went to Oxford and Cambridge and 79% attended Russell Group universities.... all disadvantaged pupils were entered for EBacc last year.' (Ofsted 2020).

Colyton's principal areas of expertise include: Early Career Teachers, Higher Attainers and Leadership Development. Colyton is an area lead for STEM, proving, for example, training and networks through Cornerstone Science Learning Partnership and Royal Society of Engineering. Colyton leads on our ECF and NPQ programmes within SWIFT.

More Information

[Website](#) | [Colyton Grammar School](#)

[Contact](#) | [Chris Harris](#)

Kingsbridge Teaching School Hub

Kingsbridge Community College (part of Education South West) was awarded Teaching School Hub status by the Department for Education in January 2020, one of six Test and Learn hubs designated nationally. The Designated Area includes the Local Authority Districts of Exeter, Plymouth, Torbay, Teignbridge, South Hams and West Devon, covering 317 schools.

About the Lead School

Kingsbridge Community College is an outstanding school that has consistently performed well above national because of high expectations, excellent teaching, and a strong, knowledge-rich curriculum. Kingsbridge has a history of being at the forefront of school-led system innovation and was in the first cohorts of Teaching Schools, NPQ licensees and Research Schools.

Kingsbridge is part of the Education South West (ESW) Multi Academy Trust. ESW aims to provide an educational experience which is outstanding. The Trust includes three secondaries (Coombeshead Academy, Kingsbridge and Teign School), one all-through (Dartmouth Academy) and six primary schools. ESW also has a University Technical College specialising in Engineering and Health Sciences.

More Information

[Websites](#) | [Kingsbridge Community College](#) and [Education South West](#)

[Contact](#) | [Sarah Frame](#)



Part 2: The Teaching School Hub Programme

Early Career Framework

The Early Career Framework (ECF) came into effect in September 2021 and represents a significant change in support for Early Career Teachers (ECTs) in providing a funded entitlement to a structured two-year package of high-quality professional development and mentoring.

The Early Career Framework is the evidence base that underpins this new entitlement for ECTs, setting out what all Early Career Teachers should learn about, and learn how to do, during the first two years of their teaching career.

The SWIFT Early Career Framework provides both ECTs and their Mentors with a fully funded, two-year training programme. Underpinned by a world-class curriculum that has been designed by our national partners, Teach First; our programme offers ECTs, Mentors and their schools, access to a range of additional SWIFT training, development and networking opportunities. In addition, SWIFT also offers tailored packages for large Multi Academy Trusts.

Since September 2021, almost 800 ECTs and Mentors from across Devon, Plymouth and Torbay have begun their ECF journey with SWIFT and we are delighted to report that our provision has so far been rated significantly above the national average by our programme members.

The SWIFT-Teach First ECF Programme

- A fully-funded, two-year high quality ECF training programme provided by Teach First. Designed by leading national experts it offers a world-class curriculum that is underpinned by the practices that evidence suggests have the most transformative impact on student outcomes.
- The second year of the Teach First programme is unique in that it is delivered from a subject and phase-specific perspective.
- A full Mentor training programme, structured around Instructional Coaching and deliberate practice.
- ECTs, Mentors and ECF Senior Leaders will have access to a supporting online learning platform, which provides access to the latest evidence-based pedagogical research. The platform also includes an additional Leadership enrichment series for all Year 2 ECTs.
- Schools currently undertaking their ECF programme with SWIFT receive an additional DfE £1600 per Mentor to support Mentor development. (Payable in Year 2 of the programme)
- Unlike other ECF routes, it is not subject to inspection by an Appropriate Body as it has already been quality assured and is subject to Ofsted Inspection and therefore there will be no additional costs for this quality assurance process.
- Free membership of the Chartered College of Teaching exclusive to all SWIFT ECF programme members.



Additional SWIFT Benefits

YEAR 1

- Delivered by local expert practitioners that understand the context of your schools;
- SWIFT SEND enhancements to core Teach First material and additional SEND drop-in clinics;
- Greater flexibility through high-quality interactive video catch-up for seminars;
- Additional CPD offers for ECTs and schools. For example, in the spring of 2022, ECTs were given the opportunity to undertake an additional short course in Racial Literacy;
- End-of-year SWIFT ECF Enrichment Conference which is also open to Mentors and SLT Leads;
- Strong ongoing support and communication for ECTs, Mentors and SLT leads, including our weekly SWIFT ECF Newsletters.

YEAR 2

- All of the benefits of Year 1, plus:
 - Additional expert “development cycles” drop-in sessions to compliment Teach First’s unique Year 2 subject-specific curriculum;
 - Opportunity for Year 2 ECTs to participate in SWIFT’s School Exchange Programme;
 - Access to an online networking and peer-support forum for ECTs;
- Access to SWIFT’s subject-based Professional Communities, which include:
 - Termly Events with Compelling Agendas
 - Expert Speakers
 - Expert Facilitation and Support
 - Focus on Core Business

More Information

[Website](#) | [here](#)

[Video Animation](#) | [here](#)

[Contact](#) | [SWIFT ECF Team](#)

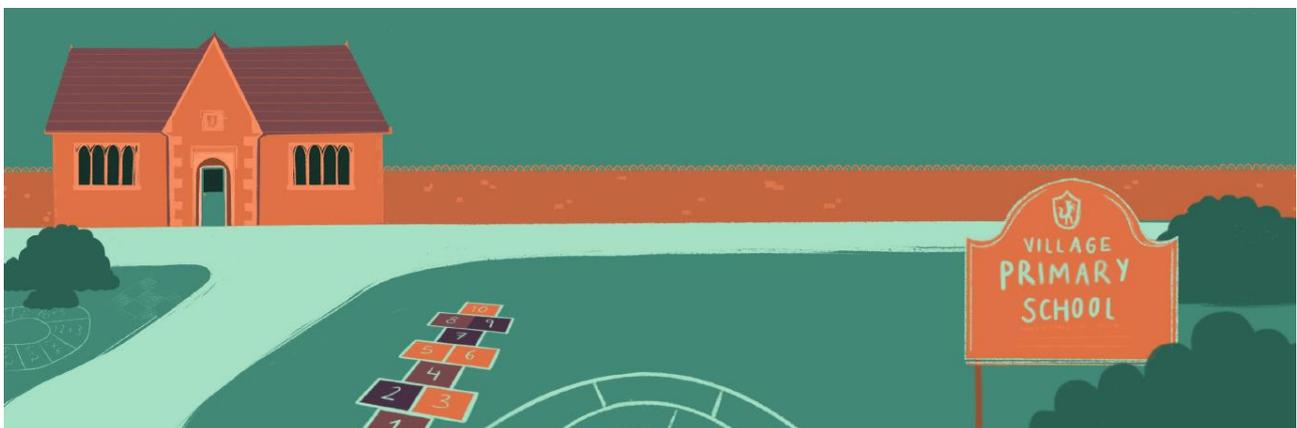
Register

You can register your ECT(s) for the Early Career Framework [here](#)

Testimonials

“The ECF with SWIFT has been valuable without being unnecessarily onerous. Online courses are succinct and well-tailored to my ongoing needs and in-school mentoring is very supportive and a useful bridge from PGCE tutoring. Seminars provide opportunity to interact with other ECTs across the region. Rather than being a burden, the ECF and its evaluations allow me to shine – and to show my new school what I can do in the classroom!” (ECT David Stone)

“The level of support provided from SWIFT for my role as ECF Mentor has been amazing: both for myself and my ECT. The programme is very well structured, and the online training with live seminars and weekly videos is informative. Our Delivery Lead is approachable and queries are dealt with straightaway.” (Rhian Gerry, ECT Mentor)



Appropriate Body Service

All schools that offer a statutory induction are required to have an Appropriate Body (AB) for their Early Career Teachers (ECTs). Appropriate Bodies play a key role in supporting schools to meet statutory teacher induction.

As one of our Teaching School Hub services, SWIFT provides a streamlined AB service for primary and secondary ECTs across the South West. The SWIFT AB service combines expertise from Colyton and Kingsbridge Appropriate Body Services.

Through moderation and quality assurance, SWIFT works collaboratively with schools to ensure that ECTs are fairly and consistently assessed. In line with the new guidance, we also conduct fidelity checks to ensure that ECTs are receiving a programme of support and training based on the Early Career Framework (ECF).

New statutory guidance was issued in September 2021 [here](#)

Prices | Cohort B | 2022 – 2024

Find full details of the SWIFT pricing structure [here](#)

SWIFT Appropriate Body Standard Package Full Induction Programme (FIP) £330 per Early Career Teacher	
Year 1 Costs	Year 2 Costs
£165 per ECT	£165 per ECT

Core Induction Programme (CIP) £330 per ECT plus cost of CIP Fidelity Checks			
*Number of ECTs	Year 1 Costs £165 per ECT Plus Fidelity Checks	Year 2 Costs £165 per ECT Plus Fidelity Checks	Additional Fidelity Checks (if required)
1 - 3	£375 per school	£375 per school	£500
4 – 6	£475 per school	£475 per school	£800
7 – 9	£575 per school	£575 per school	£1,100
10 +	£675 per school	£675 per school	£1,400
For example Three ECTs in Year 1 (£165 x three) + £375 Three ECTs in Year 2 (£165 x three) + £375			

School Based Programme (SBP) £330 per ECT plus cost of SBP Fidelity Checks		
Year 1 Costs	Year 2 Costs	Fidelity Checks
£165 per ECT Plus costs for fidelity check	£165 per ECT Plus costs for fidelity check	A daily rate of £350 will be charged for the fidelity checking of School-Based Programmes. <i>Please contact us directly to find out the cost for your school.</i>

Benefits of the SWIFT Appropriate Body Packages for Schools

SWIFT Appropriate Body Standard Package Full Induction Programme (FIP) | £330 per ECT

- Independent quality assurance of the Early Career Teacher induction and entitlements.
- Quality assurance of, and expert review of both formal end of year assessments and progress reviews, against the Teacher Standards.
- Centralised registration of ECTs across the region, with the Teaching Regulation Agency (TRA).
- Centralised point of contact for all schools and ECTs; direct telephone and online support through our central SWIFT Appropriate Body Service team.
- Expert advice and training for Headteachers and ECF Induction Tutors in all school settings.
- Welcome, induction and ECT Manager training for ECTs (live and recorded webinar).
- Access to the ECT Manager platform, a simple and secure paperless system for ECT registration, assessments and induction resources.
- Regular drop-in clinics for Q&A support for both ECTs and Induction Tutors.
- Email reminders for key actions and deadlines.
- An Induction Handbook which will provide Induction Tutors, Headteachers, Governors and ECTs with the key information needed to support the Induction process.
- Clear and supportive advice where ECTs are at risk of failure with advice on appropriate ECT personal support plans.
- Up to two days of monitoring visits and feedback should an ECT or school raise concerns*.

**Support for ECTs raising concerns includes up to two days support at the discretion of the Appropriate Body. Additional support will be charged at a daily rate of £350 per day, and this will be agreed in advance of the visit. These visits may be made up of online meetings and / or face to face visits depending upon need.*

Core Induction Programme (CIP) | £330 per ECT plus cost of CIP Fidelity Checks

- All the benefits from the SWIFT Appropriate Body Service Standard Package
PLUS
Fidelity Checks to ensure (See table above for the price of CIP fidelity checks):
- Initial orientation meeting between CIP school and AB to discuss the programme and requirements.
- CIP handbook sent to school.
- Pre-programme fidelity checks - paperwork/programme overview and delivery with feedback meeting.
- On-hand strategic lead support throughout.
- Schools to provide detailed breakdown of the programme for Years 1 and 2.
- Organisation of Fidelity Check 1.
- Fidelity Check 1 - school visit and visit overview.
- Follow-up meeting from Fidelity Check 1.

**If the AB conclude that further support and/or visits are required to ensure fidelity to the ECF, these will be charged at rate in the table above.*

School Based Programme (SBP) | £330 per ECT Plus Cost of SBP Fidelity Checks

- All benefits from the SWIFT Appropriate Body Standard Package
PLUS
Fidelity Checks to ensure (See table above for price of SBP fidelity checks):
- ECTs and Induction Leads receive a programme of support and training based on the ECF induction programme.
- The induction's design covers the evidence-based statements in the ECF.
- ECTs have received planned elements of the induction.
- Checks to ensure the materials and sessions are in line with the statutory guidance for induction and meet the ECF standards.

- Schools to provide detailed breakdown of the programme for Years 1 and 2 showing how the ECF statements are sequenced for the induction period year.

Please note: ABs are expected to check in a greater level of detail where schools have opted to design their own school-based programme due to the greater risk that a school-based induction could diverge from the ECF when DfE accredited materials are not used as the basis for an induction programme (DfE April 2021).

Additional SWIFT Benefits

- Invitation to the End-of-Year SWIFT ECT Conference.
- Access to SWIFT's subject-based Professional Communities, which include:
 - Termly Events with Compelling Agendas
 - Expert Speakers.
 - Expert Facilitation and Support.
 - Focus on Core Business.
 - Tools for Sharing Resources.

Testimonial

"We cannot recommend highly enough, the exemplary service that has been provided by the SWIFT QA team. All colleagues are very quick to respond to enquiries and communicate with clarity, compassion, and a solution focused approach. We appreciate the supportive feedback and reassuring comments about the quality of our ECF provision and feel very valued as a partner, working in collaboration to support our ECTs through their first induction year.

Their commitment to ensuring ECTs, Mentors and Induction Tutors have the necessary knowledge and support for their needs at every stage in the Induction process is what makes SWIFT such a professional awarding body to work with." (Plymstock School)

Register

You can register your ECT(s) for the Appropriate Body Service [here](#)

More Information

[Website](#) | [here](#)

[Contact](#) | [Colyton Appropriate Body](#) and [Kingsbridge Appropriate Body](#)



National Professional Qualifications

Since September 2021, more than 400 teachers and leaders from the Devon, Plymouth and Torbay have commenced their National Professional Qualification (NPQ) journey with SWIFT, taking advantage of the £184 million of new funding that the Government has provided for fully-funded NPQ training for all State Schools.

Once again, SWIFT is delighted to be working with local partner, Leading Schools South West (LSSW) to offer the full suite of eight reformed NPQ programmes, which now includes new qualifications in Leading Literacy and Early Years Leadership; and which will be freely available to as many teaching staff as schools deem appropriate to engage on the programmes.

NPQs offer a strong route to school improvement and improved outcomes for young people. All participants on our NPQ programmes will learn from Teach First's evidence-based curriculum, which draws on effective pedagogy, current research and international best practice; equipping delegates with the knowledge and skills to either improve in their current roles, or to take the next step in their career.

Participants on all the NPQs partake in a mixture of face-to-face sessions, webinars, and self-directed study, ensuring that the programmes are sufficiently flexible to be undertaken alongside existing teaching and leadership responsibilities. In addition, all participants will benefit from our unique SWIFT enrichment offers and large Multi Academy Trusts can also benefit from our tailored packages.

Our NPQ Programmes

Specialist NPQs

The four new NPQs in specialist areas of teaching have been designed with both classroom teachers and leaders in mind. They are:

- **Leading Teacher Development** - for teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school.
- **Leading Teaching** - for teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, Key Stage or phase.
- **Leading Behaviour and Culture** - for teachers who have, or are aspiring to have, responsibilities for leading behaviour or supporting pupil wellbeing in their school.
- **NEW FOR AUTUMN 2022: Leading Literacy** - for teachers who have, or are aspiring to have, responsibilities for leading literacy across a school, year group, Key Stage or phase.

Leadership NPQs

The four reformed leadership NPQs are:

- **Senior Leadership** - for school leaders who are, or are aspiring to be, a senior leader with cross-school responsibilities
- **Headship** - for school leaders who are, or are aspiring to be, a headteacher or head of school with responsibility for leading a school
- **Executive Leadership** - for school leaders who are, or are aspiring to be, an Executive Headteacher or have a School Trust CEO role with responsibility for leading several schools
- **NEW FOR AUTUMN 2022: Early Years Leadership** - for leaders qualified to at least Level 3 with a full and relevant qualification who are, or are aspiring to be, managers of Private, Voluntary and Independent nurseries, Headteachers of school-based and maintained nurseries, or childminders with leadership responsibilities.

Additional SWIFT Benefits

The programmes will be delivered by LSSW's network of Devon-based serving school leaders, ensuring that our programme blends the best of local and national expertise.

All participants will have opportunity to become part of a long-term network of local school leaders. All participants will have access to our unique SWIFT enrichment offer, which includes, for example, access to the termly SWIFT Leadership Forums.

Working in conjunction with the Kingsbridge Research School and other local partners, there will be additional sessions for face-to-face conference days designed to address the most pressing local and national issues.

In a LSSW NPQ Conference Evaluation, programme member satisfaction was very high. For example, 132 strongly agreed and 66 agreed that the course content was appropriate for their needs; whilst 115 strongly agreed and 79 agreed that the conference helped them grow as a leader.

More Information

[Website](#) | [here](#)

[Video animation](#) | [here](#)

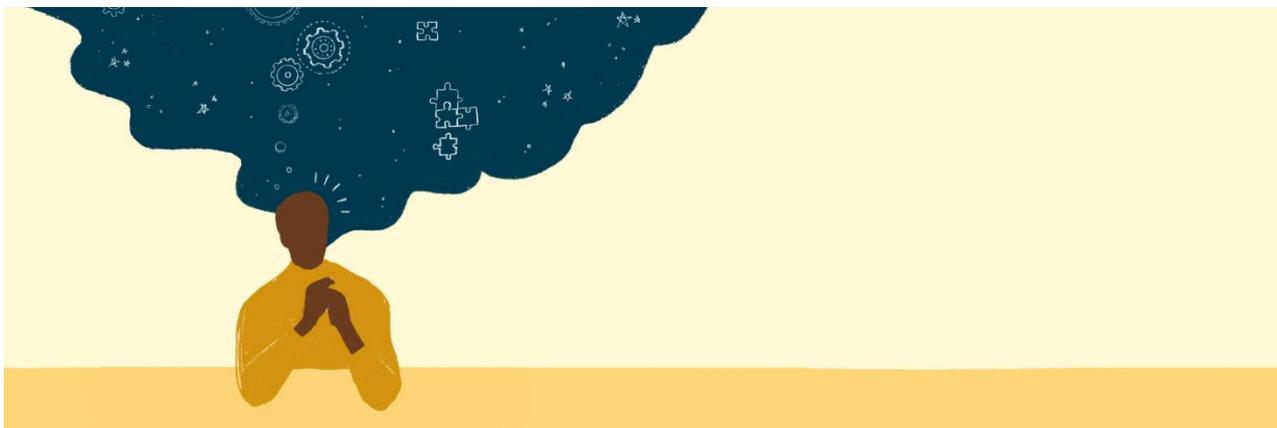
[Contact](#) | [Leading Schools South West](#)

Register

You can find out more about the NPQ programmes and how to apply [here](#)

Testimonial

“Studying for my NPQEL with SWIFT provides flexibility to combine my CPD and juggle my many College commitments. Structured on Headteachers’ Standards keeps the course relevant to my role, whilst supporting my next career step considerations with key issues within an Executive Leadership context. Material to support the learning is well developed, research-led and frequently written by leading global educators. Contemporary case studies in a range of settings enable me to apply the learning in my current context and the seminars challenge me from an executive leadership perspective.” (Clare Ankers, NPQEL Programme Member)



Colyton
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www.sw-ift.org.uk