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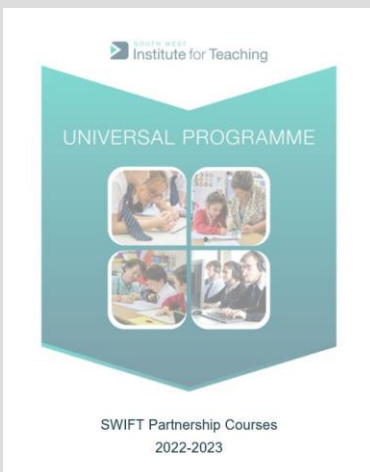
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## Welcome from Roger Pope CBE

### ESW Associate & Strategic Leader of Teaching & Research Schools | Education South West

I have long been a fan of Her Majesty the Queen, even when to be so was to invite some quizzical glances. Her sad passing has thrown the spotlight on her remarkable reign, and in particular on those qualities that I have long admired: her sense of duty and service to something greater and more important than herself – surely a quality from which many of our politicians could learn a lot.

The concept of a servant leader was first developed at length by Robert Greenleaf in the 1950s. The key difference from a traditional view of leadership is that it is the desire to serve others that comes first, and you choose to become a leader because that is how you can best serve others. I wonder how many leaders, in schools or in the world, you can think of who fit that definition? Or most certainly do not?

Larry Spears in 1998 distilled 10 characteristics of the servant leader: *listening, empathy, healing, awareness, persuasion, conceptualisation, foresight, stewardship, commitment to the growth of people and building community.*

A servant leader achieves authority, rather than power, through the way that she or he interacts with people.

The very fact that you are reading our SWIFT newsletter suggests to me that you have a predilection for this kind of leadership. To be passionate about staff development means at least two of those servant leader traits are core to your vision and purpose as a leader: commitment to the growth of people and building community.

*Long may it be so.*

## SWIFT ITT Success

SWIFT is delighted to announce that it has been successful in its application to become an Accredited ITT Provider.

With Education South West as the lead organisation, SWIFT now includes a SCITT alongside our Colyton and Kingsbridge Teaching School Hubs.

ITT recruitment begins next year with first delivery of ITT programmes from September 2024 and this is a tremendous opportunity to build an outstanding professional development journey for teachers, starting with ITT, leading to the Early Career Framework and progressing onto NPQs.

Significant planning and preparation are now underway as we begin this journey. Early next term we will be in a position to provide more information about the programme and partnership model.

We also congratulate our partners South West Teacher Training and Devon Primary SCITT on their successful redesignation as ITT providers.

# Other News Items



## The SWIFT WalkThrus Conference

*This new term started with the launch of the SWIFT WalkThrus partnership led by Tom Sherrington on Tuesday 13 September 2022.*

SWIFT WalkThrus leads, Chris Barnett and Jen Knowles opened the conference by welcoming all the Headteachers and Senior Leaders to the conference.

Tom began by introducing the fantastic wealth of materials and support available to all. By signing up to the WalkThrus subscription, SWIFT members are able to access not only the Professional Development and webinars to support staff in their practice, but can also access the proformas and templates to aide implementation in their schools.

Further to the familiarising themselves with the online resources, Tom focused on 'The Why' and 'The How' and modelled to school leaders how to implement and deliver the training in their schools.

The conference continued with practical advice and support for schools and a focus on the importance of Instructional Coaching to model best practice and collaborative development. As is key, these models were continually reinforced with evidence-informed practice including the Education Endowment Foundation (EEF) paper on Effective Professional Development and how this aligns with the WalkThrus tools for teacher development.

We look forward to continuing our partnership with Tom and WalkThrus throughout this year and further supporting schools with their implementation of WalkThrus.

Schools can join online interactive clinics with Tom and Professional Communities with Chris and Jen where schools can benefit from networking with similar settings and share best practice.

For those schools who need additional advice, we offer a bespoke support where we can visit your school and help you to plan your specific implementation.

**Report by Chris Barnett and Jen Knowles (Ventrus and West Country Training School Alliances' Leads)**



FIND MORE INFORMATION [HERE](#)  
See "Teaching and Learning Series."



## The Golden Thread of Teacher Development

*The Department for Education (DfE) presented a live webinar at the end of the last academic year to discover how to support staff at all levels and access the Department's wide-ranging support available to improve staff experiences - and ultimately improve pupil outcomes.*

The event also featured guest Headteachers who shared their passion for teacher development and discussed examples of how the programmes are supporting the staff and young people in their settings.

The webinar covered:

- An overview of the Golden Thread, and the high-quality, ongoing training opportunities.
- The benefits of helping to train the next generation of teachers by hosting ITT trainees in your schools, and the support available to you.
- The advantages of the DfE-funded provider-led Early Career Framework (ECF) based programmes, what we are doing to improve their implementation and delivery, and how we are supporting schools, Early Career Teachers and Mentors to understand them.
- The National Professional Qualifications (NPQs) available to staff across the country, the unprecedented available support, and how to access the qualifications.



Department  
for Education

CATCH-UP ON THE WEBINAR AND PRESENTATION AND READ THE Q&A DOCUMENT [HERE](#)

# SWIFT History Masterclass | Session 1 | Literacy and Vocabulary: The Power of Words with Josh Vallance, Oasis Academies

We were pleased to commence our History Masterclass Series with Josh Vallance, Assistant Principal and former National Lead Practitioner for History of the Oasis Academies.

Masterclasses are designed to be enlightening and enjoyable in boosting subject knowledge and classroom practice with a focus on curriculum, teaching and assessment, plus the opportunity to network with like-minded subject colleagues.

There are five sessions in the History Series and the intention is that colleagues can share the recording and speaker's presentation with their own Subject Teams.

Josh showed how storytelling through a well-crafted story with character can play an important part in communicating new knowledge in History by distilling the following two important points:

1. Telling individual stories about the past to create meaning, which helps students to remember History and build structures of knowledge.
2. Introducing students to the big broad narratives (through text) as a bigger historical overview that can act as a bridge and build a rich sense of period and help students to broaden their understanding.

A strong vocabulary can be powerful and build a secure knowledge and Josh explored the three tiers of language, with the optimum Tier 2 the most effective when tethered to a clear goal in the curriculum to change the way students think about information and build depth and complexity around an idea.

Words, as modes of expression can prompt new ways of thinking about problems, people and ideas.

Think of the impact of using: **Seismic, Ostracized, Diminished, Transcended, Antidote, Rupture, Propel...** to enrich students' writing in History as knowledge builders, adding complexity and depth of understanding.

Deliberate and precise teaching supported with regular examples to attach meaning so that words supplement the narratives to develop students understanding in a complicated and interesting way.

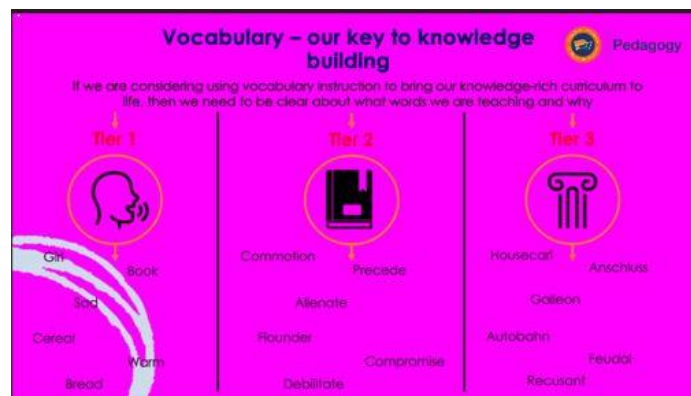
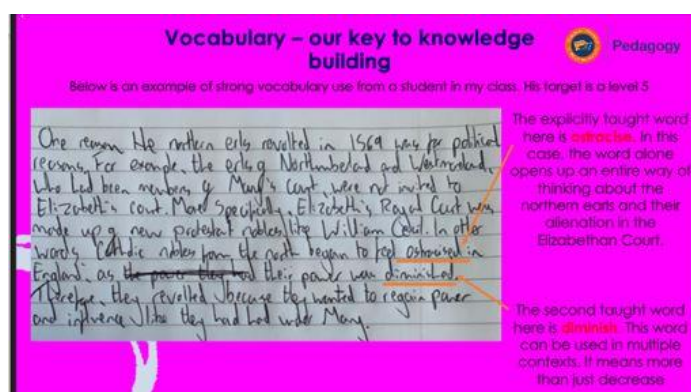
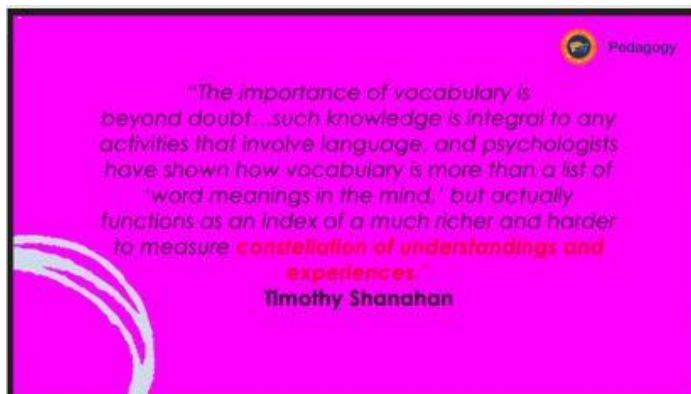
- ☆ **Unlock content in interesting ways.**
- ☆ **Unlock the conceptual understanding.**
- ☆ **Attach vocabulary to clear curriculum objectives.**

For example, in introducing the word, *propel*, Josh used a video of a propellor and demonstrates it underwater, encountering obstacles, and bringing to life the concept of how religion drove the Crusades. Understanding the word helps to answer the question.

We thank Josh Vallance for leading this inspiring session in joining up language and concept and we thank Executive Director of History for Westcountry Schools Trust, Becky Bailey for facilitating the Series.

You can still sign-up and catch-up on Session 1 by clicking on the link below.

Report by Jude Owens PA to the SWIFT Executive Team



For those Historians who enjoy reading, here are a few of Josh's book recommendations from the session:

**"The Map of Knowledge: How Classical Ideas Were Lost and Found: A History in Seven Cities"** by Violet Moller.

**"The Silk Roads: A New History of the World"** by Peter Frankopan.

**"The House of Wisdom: How the Arabs Transformed Western Civilization"** by Jonathan Lyons.

**"The Bookseller of Florence: The Story of the Manuscripts That Illuminated the Renaissance"** by Ross King.

SWIFT HISTORY MASTERCLASS BOOKING FORM

# Interview with a SWIFT Partner

Director of West Country Training School Alliance (WCTSA) Jen Knowles

*“I feel very grateful working and learning from fellow like-minded professionals every day.”*

Director of West Country Training School Alliance, Jen Knowles presents a palpable excitement and commitment to her role and all the more so this academic year with SWIFT’s expansion of the Appropriate Body Service and Early Career Framework she is working full-time in the role.

## 1. How long has West Country Training School Alliance (WCTSA) been a SWIFT partner?

Since its inception as SWIFT (South West Institute for Teaching) - officially from April 2021, before the fully fledged programmes got underway from September that year. Although it is fair to say that we were involved in prior strategic planning with Colyton Grammar School in its early stages as a Teaching School Hub through conversations with SWIFT Director, Martin Smith.

It is certainly great to be on board working in partnership as SWIFT and I continue to be enthused and excited about us working together.

## 2. What are the benefits to West Country Training School Alliance as a SWIFT partner?

Lots!

First and foremost, having a strategic say in the professional development for our schools is a huge benefit as opposed to a top-down approach. I value the way that all the SWIFT partners, including WCTSA, can have input in developing the Universal Programme of continuing professional development and other training programmes.

I also value the way we work towards common goals in partnership with national leads and providers. For example, working with Teach First, English Hubs, Research Schools, Schools Trust in building positive working relationships on a national and local level and it is great to be leading the popular WalkThrus programme for SWIFT working in partnership with national speaker, Tom Sherrington.

As a SWIFT partner, we take an active role in certain areas of the Teaching School Hub delivery, including the Appropriate Body Service for Colyton Teaching School Hub.

Engaging in early exploratory work in choosing our national partner for the Early Career Framework delivery and the support and development was also beneficial.

Building on our work as a legacy Teaching School Alliance in networking with leads and teachers through our Professional Communities network is both beneficial and enjoyable.

Ultimately our work with SWIFT enhances the positive profile for West Country and validates the two-way process of our established alliance of schools whom we continue to support, combined with our hands-on role as a SWIFT partner.

It is definitely more effective working together for a wider reach across the region - and beyond, in working together as two Teaching School Hubs united as SWIFT, offering a range of courses-

## 3. What are the benefits to you personally as Director of WCTSA?

I relish my very varied role and I look forward to doing it every day – I am passionate about the process of professional development from supporting trainee teachers to Headteachers, as a perfect exemplification of the Golden Thread.

I also appreciate Martin’s proactiveness in continuing to upskill, push and upgrade us for our own professional development as SWIFT Directors. For example, the Kingsbridge Research School Theory of Change training was instructive for my work as a Director. Within the SWIFT team, there is an incredible amount of expertise and I feel very grateful working and learning from fellow like-minded professionals every day.

## 4. What are your goals and aspirations for this academic year working with SWIFT?

As a lead partner for the Appropriate Body Service (for Colyton), I am keen to build on the success of last academic year - and to continue to strengthen our support for Early Career Teachers at what is a really integral time in their career in terms of the support that they need.

I aspire to continue our networking with schools and to be open and visible as a SWIFT partner in continuing to strengthen and support teachers with high-quality professional development opportunities.



READ THE FULL INTERVIEW WITH OUR PARTNER, JEN KNOWLES [HERE](#)

## About us

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SWIFT is built on a partnership model of Colyton and Kingsbridge Teaching School Hubs; ten Training Alliances; local ITT providers; Education South West, Learning Academies Partnership SW, Ted Wragg and Westcountry Schools Trust (WeST) Multi Academy Trusts; Kingsbridge Research School, Curriculum Hubs and EdTech Demonstrator Schools; Devon Schools Leadership Service; Teach First and the Chartered College of Teaching.

By creating a strong, mature partnership, SWIFT acts as a multiplier within the education system, meaning we are much more than the sum of our parts. By working together in the spirit of mutual support and towards common goals we can make this a reality. The more than principle is enshrined in our logo, which is a stylised more than sign. >

We have a clear vision: to be a trusted partner for schools. We are guided by a set of values that ensure we support teachers and leaders to improve the educational outcomes for all children and young people, especially disadvantaged groups. To achieve this vision in accordance with our values, we have developed clear aims that guide our activities, and a coherent theory of change to show how the issues facing schools, our activity and our aims all line up.

## Keeping in Contact

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You have received this newsletter because you are currently one of our Colyton and Kingsbridge Teaching School Hubs' Schools and Partners.

If you wish us to update your email address contact, please email PA to the SWIFT Executive Team, Jude Owens who will be pleased to update our records [Jude.Owens@sw-ift.org.uk](mailto:Jude.Owens@sw-ift.org.uk)

For more updates and links to offers and news from our partners follow us on Twitter [@SouthWestIFT](https://twitter.com/SouthWestIFT)



## Our Sponsors

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FIND MORE INFORMATION ABOUT OUR SPONSORS AND HOW TO GET IN CONTACT [HERE](#)  
READ THEIR BLOGS ON CURRENT TOPICS ON OUR NEWS PAGE [HERE](#)



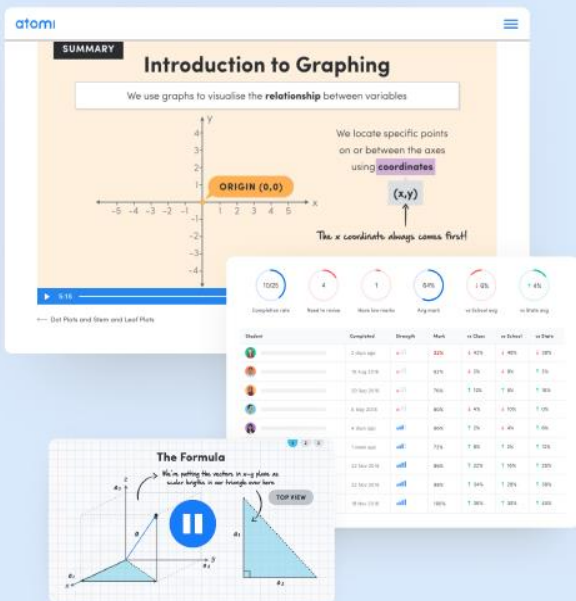
## Introducing our newest sponsor, Atomi

Atomi is an online teaching and learning platform that extends learning beyond the classroom and allows students, teachers and schools to work better together.

With syllabus-specific GCSE resources including online videos, interactive lessons, intelligent testing and powerful insights, Atomi makes it effortless for teachers to create engaging, personalised learning experiences and support students in achieving better outcomes.

Atomi is a trusted partner for schools and an organisation we're proud to be working with this year.

## Syllabus-specific GCSE classroom resources



FIND OUT MORE AND ABOUT ATOMI [HERE](#)



## Conduct Fire Evacuations with Confidence

Accounting for your students during an emergency evacuation is crucial.

With InVentry and the Anywhere App you can access a real time copy of everyone who is on your site at any one time, including staff members and visitors to ensure your roll calls are always up to date.

Directly integrated to your MIS you can mark your students as safe at a touch of a button, so you can be confident that your staff, students, and visitors have been accounted for during the emergency.



## Sustainability Support for Schools

Find out more about Computeam's work to support sustainability with IT that lowers schools' energy costs, CO2 emissions and drives sustainability.

For example, Computeam supply laptops and Chromebooks from Acer because they have one of the best sustainability programmes as a technology manufacturer. For example, 80% of an Acer Vero laptop is composed of recycled Ocean bound plastics.

Acer also offer 70% reduction in carbon emissions from an average mixed environment of desktops and laptops.

**Coupled with cashback incentives via Acer's Green Rewards; an overall Trust-wide user device strategy from Computeam can significantly reduce both operational and capital costs.**

Speak to a member of the Computeam Team who will assess your wireless network and advise on moving to a mobile device strategy that will reduce the number of energy-draining switches and the demand on your electricity bills.

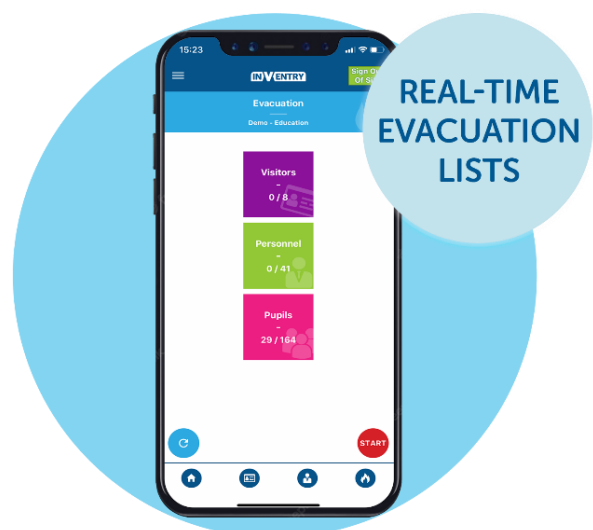
As a Cloud First provider; Computeam look to replace energy-zapping Servers with all the associated costs of maintenance and possible failure, with a cost-save Cloud solution.

*But what about Computeam's credentials pledge regarding sustainability?*

Like Acer, Computeam are in partnership with Ecologi who plant trees (whole forests actually) that ensures a lower carbon footprint of all employees both at work and in their day-to-day private lives!



FIND OUT MORE ABOUT COMPUTEAM SUSTAINABILITY [HERE](#) AND EMAIL [HERE](#)



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FIND OUT MORE AND ABOUT INVENTORY [HERE](#)



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### School Spider Demonstration

School Spider are presenting on 'How Schools are Using Technology to Save Time & Money' at the School Operations and Resource Management Community on:

**Thursday 13 October 2022.**

This will be followed by opportunity for school leaders to attend a short demonstration on either:

**Tuesday 18 October 2022 at 0945 or Wednesday 19 October 2022 at 1530**

BOOK YOUR PLACE HERE:

[School Operations and Resource Management Community | Thursday 13 October 2022](#)

[School Demo | Tuesday 18 October 2022 | 0945](#)  
[School Demo | Wednesday 19 October 2022 | 1530](#)

FIND MORE INFORMATION ABOUT SCHOOL SPIDER [HERE](#)

## Keeping Children Safe in Education 2022 | shortlisted candidates' due diligence



Paragraph 221 of "Keeping Children Safe in Education (2022) states that: "schools and colleges should consider carrying out an online search as part of their due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school or college might want to explore with the applicant at interview."

**Consider the Purpose of this Processing** | In this case, it is part of your recruitment process so any data that you collect or process as part of this, should only be used for that purpose.

**Lawful Basis** | Make sure you know what lawful basis you are using for this processing.

As this is being proposed within statutory legislation (i.e. KCSIE 2022), the lawful bases that apply are likely to be Article 6(c) legal obligation or Article 6(e) public task. In this case, Article 6(e) would seem to be the most appropriate if you are a state school. If you are a private school, Article 6(c) would be relevant here.

READ THE FULL ARTICLE [HERE](#) AND FIND OUT MORE ABOUT SCHOOLPRO TLC [HERE](#)

## The Importance of Health and Wellbeing Support for Recruitment and Retention

In a significant survey of 500 decision makers in the UK, undertaken for our sister company Towergate Health & Protection, 42% people stated their support for the health and wellbeing of staff is a key reason people stay with their employers. In addition, 31% said health and wellbeing support is a key reason people choose to work for them.



The research supports our anecdotal evidence of the wider reaches of health and wellbeing support, and why it is so important that employers have a clear and well-communicated strategy. The wider the health and wellbeing support offered, the better the array of talent it will attract and retain.

**On the flipside, nearly one in five (18%) employers stated that not offering enough health and wellbeing support impacts their ability to recruit and retain people: a stark warning for all.**

### Health and Wellbeing

Support for health in general was viewed by 42% of employers to have increased the most in importance for enhancing the recruitment and retention of talent. 26% percent of employers said support for mental health had increased most in importance, and 19% said it was the overall health and wellbeing package that had grown most in terms of priorities.

Social interaction through work (11%), communication of support offered (9%), support for financial health (9%), and an environmental, social and governance (ESG) strategy (8%), were also identified as increasing in importance. So, the support offered needs to be wide and holistic.

READ THE FULL ARTICLE [HERE](#) AND FIND OUT MORE ABOUT TOWERGATE [HERE](#)

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