



## A Commitment to **PROFESSIONAL GROWTH**

Our Trust is dedicated to cultivating a thriving and inclusive environment for educators and staff. In alignment with our people strategy, our Continuous Professional Development (CPD) framework is designed to attract, engage, and retain exceptional talent. By emphasizing tailored professional growth opportunities, wellbeing initiatives, and leadership pathways, we empower our teams to achieve excellence and champion our shared mission of building strong, successful, and sustainable schools.

## What We Offer **ACROSS THE TRUST**

### CORE CPD PROGRAMS

- **Safeguarding and Compliance**  
Mandatory safeguarding training tailored to roles, with annual updates.
- **Diversity and Inclusion**  
Collaborative training with The Diversity Trust to ensure inclusive practices and cultural awareness. (Under review with CEO)
- **Induction Training for New Staff**  
Comprehensive orientation covering vision, values, technology, behavior management, and more.
- **National Professional Qualifications (NPQs)**  
Access to fully funded leadership pathways for aspiring and current leaders. *(Supports succession planning by developing leadership capacity)*
- **School-to-School Collaboration**  
Opportunities to visit and learn from peers within and outside our Trust.
- **Leadership Development Programs**  
Including Aspiring Leaders initiatives, mentorship, and specialised leadership training.

### SUPPORT STAFF TRAINING

Tailored workshops in customer service, emotional regulation strategies, and role-specific skills.

### SUBJECT-SPECIFIC CPD

Focused programs to enhance pedagogy, exam expertise, and curriculum planning across disciplines.

### WELLBEING AND WORK-LIFE BALANCE

We emphasize staff wellbeing through coaching, team-building workshops, and access to mental health resources.



# School-Specific CPD OPPORTUNITIES

## HEARTLANDS HIGH SCHOOL

Heartlands focuses on creating a collaborative and reflective learning environment with:

- **Incremental Coaching Programme**  
Personalised, fortnightly coaching sessions for all teachers
- **Subject-Specific Training**  
Six dedicated sessions linked to curriculum development plans.
- **Specialist Programs for EAL and SEN**  
Training in speech and language therapy and differentiation for multilingual learners.
- **Collaborative Planning**  
Timetabled peer collaboration for shared expertise in curriculum planning.
- **Professional Learning Library**  
A curated collection of 102 titles to support ongoing learning.

## THE GROVE SCHOOL

The Grove emphasizes practical and specialized training aligned with their School Improvement Plan:

- **SCERTS Framework Training**  
Incorporating social communication and emotional regulation strategies into teaching.
- **Attention Autism**  
Focused training sessions to support students with autism.
- **SHAPES Lesson Study Program**  
Peer observation and feedback to foster professional dialogue and improved teaching practice.
- **Health and Safety Programs**  
Induction and refresher courses in fire safety, risk assessment, and safeguarding.
- **Occupational and Speech Therapy Integration**  
Workshops to enhance classroom support for diverse learners.

# CPD Highlights FOR ALL SCHOOLS

## Other Initiatives:

- Trauma-Informed Practices workshops.
- Enhanced behavior management strategies.
- Expanded mentoring opportunities for ECTs and NQTs.

## Special Events:

- **Open Door Weeks:** Encouraging staff to learn from peers by observing live lessons.
- **Trust-Wide Conferences. programs:** Featuring guest speakers and hands-on workshops on cutting-edge educational strategies.

## Why Choose SEARCH Education Trust?

Joining us means becoming part of a community where your professional growth is at the heart of everything we do. Whether you are just starting your career or looking to step into leadership, our Trust offers the resources, support, and opportunities to help you succeed.

## REFERENCE


Document evidence links

[CPD Document for Governance - The Grove School](#)


[Professional Learning Plan - Heartlands High School](#)

## Contact



 **Nearest tube/rail stations**  
Wood Green, Alexandra Palace

 **Bus route**  
W3

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