
PROPOSAL TO INCREASE STAFF TRAINING DAYS (CPD DAYS) FROM SEPTEMBER 2023

13 February 2023

Dear Parents / Carers

Please read this letter carefully and respond to the consultation. I really hope that we have earned your trust over time so that you appreciate that our proposal is needed and in the best interests of your children and young people. If we are going to continue improving so that our students have the very best experiences, we need to make some significant changes to the amount of training that our staff receive.

Proposed change to the school year from September 2023:

Mayfield, Queensbury, Wilson Stuart and The Hive College will have 10 CPD days per year from September 2023 onwards. The proposed calendar for CPD days is attached to this consultation. We have tried to place many of them either side of school holidays. School will be shut to students on these days. You will be told in the summer term what the dates for the following school year are. These will only change in exceptional circumstances.

The consultation period runs from Monday 13th February until Wednesday 15th March (10.00am). This document will be available electronically on the school and college websites.

Reasons (R) for our proposal

R1: It has become increasingly difficult to provide the required amount of training that our staff need to best meet the needs of our students. There are a range of extra things that staff working in special education need to be trained in.

R2: The creation of extra training time will enable staff to engage more in Continuous Professional Development (CPD) alongside more regular team-based planning and assessment. This will have a positive impact on the skills of staff, student progress and emotional well being

R3: The majority of our staff are 'support staff' who work set hours. Time for CPD, planning and reflection are very limited within these times. There is very little time before the students arrive and after they go home. It is essential that Teaching Assistants and teachers have time to train together.

R4: Recruitment and retention of great staff has become very difficult. We need to invest time in the development of our staff so that they stay and develop with us rather than leaving for other, often better paid, jobs. This has become a huge challenge recently.

R5: Our expectations in terms of curriculum opportunities for students and meeting their individual needs are very high. There are hardly any 'off the shelf' resources and time is needed to make resources and discuss how to use them.

R6: All of our students have additional challenges in their lives. Most have very complex needs. Staff need more time and regular input in terms of CPD so that we can really provide the opportunities and provision that match our high aspirations with an increasingly 'complex' cohort of students.

R7: The school day is very intense. In terms of safety, engagement and learning, the staff have to operate consistently at very high levels of alertness and skill. It feels very different to the mainstream environment and there is no time for staff to 'slow down'! Providing more regular learning and training time will really help everybody.

R8: The additional training days may allow families to spend quality time with children and go to places that may be too busy at other times. We will work closely with a range of organisations in Birmingham to provide opportunities on some of the training days. Please let us know of any places that you would like us to develop closer links with. For example, Star City, a local theatre, Legoland Discovery Centre. The proposal will also help with the cost of family holidays at certain times of the year.

R9: Like other educational establishments, we are allocated a minimum of 5 training days per year. We use 2 at the start of term as there are lots of things to set up so that we are prepared for the students arrival, alongside training on things such as safeguarding. 3 days spread over the year is not enough for the regular training we need. Therefore, a different approach is needed. This change will also allow staff to benefit more from shared training with other places in the Education Impact Academy Trust.

R10: Staff feedback from our Wellbeing surveys shows that staff want more time for regular training and we know that this would help us to improve further.

R11: The vast majority of our staff do lots of 'unpaid' work and really do go the 'extra mile'. We cannot rely on this as a way of keeping our standards high in a context of cost of living challenges. The fact that many other jobs are now more financially appealing means that we have to provide opportunities for staff to develop. These changes would help with recruitment, development and retention of great staff to a modern, more professionalised workplace. This isn't a change designed to save money directly but it would increase the wellbeing of staff and hopefully reduce absence levels.

R12: There has been an increase in terms of safeguarding training requirements and what we need to provide to keep our students safe. This has had a significant impact on the time available for professional development in other areas.

Consultation events

Each of the schools and the college will provide group meetings for you to attend and discuss the proposal. There will be one in person and one on Teams

	In person	Microsoft Teams
Mayfield	Heathfield Road: 02/03/23 - 2-3pm Wheeler Street: 09/03/23 – 2-3pm	Heathfield Road: 02/03/23 – 4-5pm Wheeler Street: 09/03/23 – 4-5pm
Queensbury	09/03/23 – 4pm	10/03/23 – 10am-11am
The Hive	02/03/23 – 2-3pm	09/03/23 – 2-3pm
Wilson Stuart	07/03/23 – 1-2pm 07/03/23 – 5-6pm	07/03/23 – 1-2pm 07/03/23 – 5-6pm

Please let us know if you are planning to attend any of the above events. You are welcome to discuss the issues either face to face or over the phone with myself or a member of the team.

Feedback: Please use the space below to share your views (attach separate sheets if necessary)

We will take the feedback from the consultation to Local Governing Bodies and the Trust Board before any final decision is made.

Yours sincerely

Jon Harris

CEO

The word 'vired' is used in this consultation. This is the idea that instead of taking a full training day in one go, you can spread out, or 'vire' the 6.5 hours over a period of time. For instance, you could do 5 x 60 minutes sessions and 1 x 90 minute session over a half term. This can be very effective in terms of 'little and often' and building regular time for collaborative work.



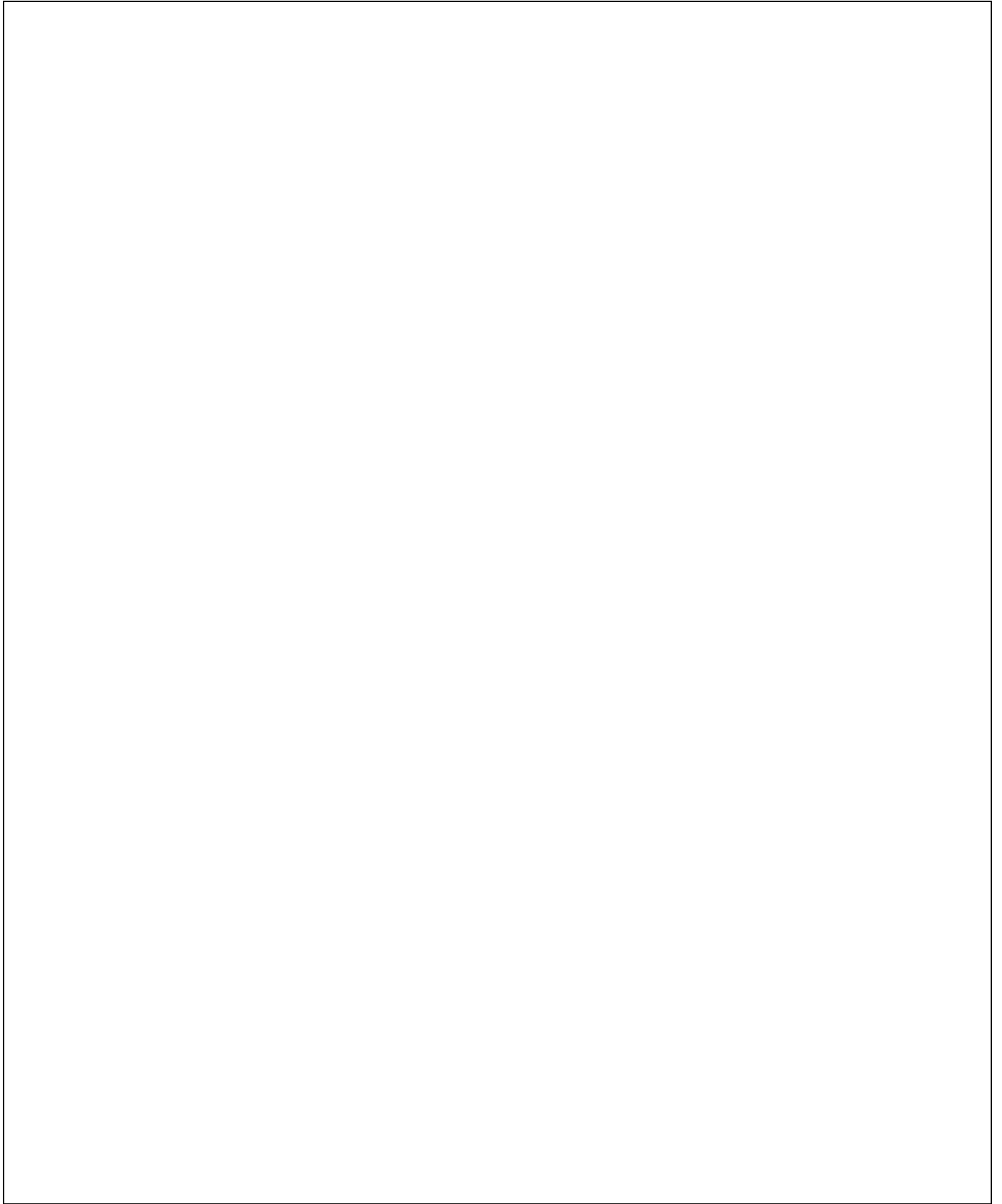
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To provide feedback online, visit <https://eiat.org.uk/consult>

Alternatively, use the form below.

Name and school / college:





2023-2024

Proposed Training Days

September '23							October '23							November '23						
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
				1	2	3							1			1	2	3	4	5
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
							30	31												

December '23							January '24							February '24						
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
				1	2	3	1	2	3	4	5	6	7				1	2	3	4
4	5	6	7	8	9	10	8	9	10	11	12	13	14	5	6	7	8	9	10	11
11	12	13	14	15	16	17	15	16	17	18	19	20	21	12	13	14	15	16	17	18
18	19	20	21	22	23	24	22	23	24	25	26	27	28	19	20	21	22	23	24	25
25	26	27	28	29	30	31	29	30	31					26	27	28	29			





March '24						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31


April '24						
M	T	W	T	F	S	S
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29	30					


May '24						
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27	28	29	30	31		

June '24						
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24	25	26	27	28	29	30

July '24						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August '24						
M	T	W	T	F	S	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

 Holiday

 Proposed Training Day

*1 Training Day TBC

