

VERSION 2.0
19/09/25

CONTINUOUS PROFESSIONAL DEVELOPMENT AND SUPPORT



Leaders



Teachers



Support Staff



Exceed's AI Conference,
February 2025

#TogetherWeExceed

www.exceedacademiestrust.co.uk/talent

EXCEED TRAINING

EXCEED NETWORKS

EXCEED WORKING GROUPS

EXCEED PROGRAMMES

EXCEED CONFERENCES



Exceed Training

Peer support networks for
Leaders, Teachers and
Support Staff



www.exceedacademiestrust.co.uk/talent

Exceed Training

IOSH Training

Coordinator: Nadia Connor, Exceed Academies

Trust *To reserve a place, email*

nadia.connor@exceedacademiestrust.co.uk

IOSH Managing Safely is a widely recognized health and safety course designed for managers and supervisors in any industry, equipping them with the knowledge and skills to manage health and safety effectively within their teams. The course covers key topics such as risk assessment, hazard identification, legal responsibilities, and accident investigation, all aimed at promoting a safer working environment. Delivered through a mix of practical exercises, case studies, and assessments, it empowers participants to understand their responsibilities, improve safety performance, and contribute to their organization's overall compliance with health and safety legislation.

When and where?

Exceed Head Office

09:00-16:00

24/09/25, 29/09/25, 03/10/25, 20/01/26, 28/01/26, 30/01/26

Who is this event suitable for?

Headteachers, Heads of Centre, Heads of School, Site Managers, Office Managers

Exceed Training



Fully Accredited Safer Recruitment Training

Facilitator: Emma Hendry, Exceed Academies Trust

To reserve a place, email

hr@exceedacademiestrust.co.uk

Focusing on recruitment practices through the lens of safeguarding, this accredited Safer Recruitment training course will equip participants with the skills to determine the suitability of prospective candidates as well as identify and deter those who may pose a risk. Participants will also gain insight into robust staff induction and training practices which support the mandatory requirements outlined within the DfE Keeping Children Safe In Education statutory guidance.

These courses are aimed at anyone who is involved in recruiting staff on behalf of our schools and the Trust, including SLT, Office Managers, Governors and Trustees.

Although there is no set timescale during which any previous certificated Safer Recruitment training expires, it is best practice to revisit this accredited training course every 3 years.

When and where?

Training will be held at **Head Office** on **Tuesday 30th September 2025** and **Wednesday 11th March 2026**.

Exceed Training

HR Training

Facilitator: HR Team, Exceed Academies Trust To
reserve a place, email
hr@exceedacademiestrust.co.uk

Aimed at employees with direct line management responsibility, each session has been designed specifically for leaders working in education, targeting individual areas of people management in order to develop and enhance the skills required for effective leadership. This interactive suite of training is delivered in small groups of up to 10 by Emma Hendry, Chief HR Officer.

- **Recruiting Staff Wisely - Thursday 2nd October 2025, 2pm to 4pm, Boardroom at Head Office**
 - Making effective staff appointments when faced with a reduced pool of candidates and the impact of making the wrong recruitment decision.
- **Securing Accountability - Thursday 9th October 2025, 2pm to 4pm, Boardroom at Head Office**
 - Monitoring and challenging underperformance, ensuring consistency, creating accountability and developing a support plan.
- **Effective Workforce Planning - Thursday 6th November 2025, 2pm to 4pm, Boardroom at Head Office**
 - Developing a staffing structure, managing a declining budget and cost effective deployment of teaching and support staff.

Exceed Training

HR Training

Facilitator: HR Team, Exceed Academies Trust To
reserve a place, email
hr@exceedacademiestrust.co.uk

- **Staffing Culture Reform – Monday 20th April 2026, 2pm to 4pm, Boardroom at Head Office**
 - Recognising the issues, identifying examples of poor staff morale and learning how to change your culture for the better.
- **Leading People – Thursday 14th May 2026, 2pm to 4pm, Boardroom at Head Office**
 - Identifying differing leadership styles in an education context and defining and adapting your own leadership practice.
- **Building Resilience – Monday 15th June 2026, 2pm to 4pm, Boardroom at Head Office**
 - Managing stress, looking after mental wellbeing and encouraging resilience in yourself and others.

Single Central Record (SCR) Training

Maintaining an accurate and effective Single Central Record can be a challenging task. As this statutory document is subject to regular update and review, Laura Armitage, HR Business Partner provides essential annual training for all Office Managers to ensure that each setting is fully compliant. The next annual training session will be held on **Monday 6th October 2025, 1pm to 2.30pm, Boardroom at Head Office.**

Exceed Training

HR Training

Facilitator: HR Team, Exceed Academies Trust To
reserve a place, email
hr@exceedacademiestrust.co.uk

Office Manager/HR Network Meetings

In order to ensure all our settings are fully up to date with national, local and trust based HR requirements, the HR Team request that all Office Managers across the Trust attend regular meetings held on the dates below.

- **Thursday 13th November 2025, 11am to 12.30pm, Boardroom at Head Office**
- **Thursday 22nd January 2026, 11am to 12.30pm, Boardroom at Head Office**
- **Thursday 12th March 2026, 11am to 12.30pm, Boardroom at Head Office**
- **Monday 18th May 2026, 11am to 12.30pm, Boardroom at Head Office**
- **Thursday 9th July 2026, 11am to 12.30pm, Boardroom at Head Office**



EMPLOYEE ASSISTANCE PROGRAMME

- 24/7 Confidential Helpline
- Structured Counselling
- Online Resources

Download the **Wisdom** app
from your mobile device App
Store

Organisation code:

MHA102316



ENGLISH AS AN ADDITIONAL LANGUAGE (EAL) HUB

Exceed Academies Trust is a recognised centre of expertise in English as an Additional Language (EAL). As a regional Hub, we are licensed and accredited by the Bell Foundation to deliver the Language for Results training programme to schools across the Yorkshire and Humber region. We collaborate with clusters and groups of schools to enhance outcomes for EAL learners.

[HTTPS://WWW.EXCEEDACADEMIESTRUST.CO.UK/EAL](https://www.exceedacademiestrust.co.uk/EAL)

- EAL Coordinators: Leading EAL in your school - 27/09/25 and 10/10/25, 1-3pm
- Comprehensive English for New Arrivals using EAL: KS2 - 19/11/25, 2-3.30pm
- Comprehensive English for New Arrivals using EAL: Secondary - 19/11/25, 2-3.30pm
- Comprehensive English for New Arrivals using EAL: KS1 - Nov 2025, 2-3.30pm
- Adaptive Teaching for learners using EAL: KS1 - 21/01/26
- Adaptive Teaching for learners using EAL: KS2 - Jan 2026
- Adaptive Teaching for learners using EAL: Secondary - Jan 2026
- Teaching Assistants: Working with Learners using EAL: Primary - Mar 2026
- Teaching Assistants: Working with Learners using EAL: Secondary - Mar 2026



Exceed Training



Arbor Champions

Facilitator: Ruth Jarvis, Exceed Academies Trust To reserve a place at one or more of these event, email ruth.jarvis@exceedacademiestrust.co.uk

These sessions will support Arbor users to explore built-in and new features of the Arbor Management Information System (MIS).

When and where?

Exceed Head Office
29/09/25: 10.30-12:00
06/11/25: 10.30-12:00
12/01/26: 13:00-14:30
05/03/26: 13:00-14:30
08/06/26: 10.30-12:00

Who is this event suitable for?

Arbor users including Leaders and Office Managers.



Arbor

WEBINARS

Learn and explore how you can
make the most of Arbor as your
school's management information
system

<https://arbor-hq.circle.so/events>





EXCEED EXPERT COLLEAGUES

Your colleagues from Exceed Academies Trust schools that provide bespoke peer to peer support to other schools across the Trust.



Bespoke peer support:

✓ Attendance

✓ Safeguarding

✓ SEND

✓ English

✓ Maths

✓ Early Years





Taking Your First (or Next) Step with Artificial Intelligence (AI) in Education

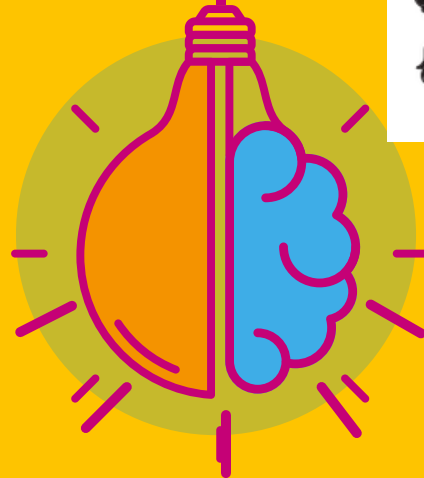




Department
for Education



CHARTERED
COLLEGE OF
TEACHING



FREE DFE ACCREDITED ONLINE ARTIFICIAL INTELLIGENCE TRAINING

Modules 1 to 4

<https://www.gov.uk/government/collections/using-ai-in-education-settings-support-materials>

Assessment

<https://chartered.college/safe-and-effective-use-of-ai-in-education/>



**Good Future
Foundation**

**Face-to-face AI
training**

Watch this space...

Good Future
Foundation



Exceed Network Meetings

Peer support groups for
Leaders, Teachers and
Support Staff

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www.exceedacademiestrust.co.uk/talent

Exceed Designated Safeguarding Leads (DSL) Network

Facilitators: Charlotte Wightman, Appleton Academy and Rebecca Marshall, Horton Grange Primary School

The DSL network meetings take place each half term and provide the opportunity for DSL's across the Exceed trust to discuss strategic priorities, key themes and emerging trends from across the city. The meetings allow professionals to provide each other with advice, support and collective supervision. This protected time gives professionals the opportunity to work as a collective body, holistically to improve safeguarding practices and processes, for our children, young people and our families.

When and where?

Teams unless stated.

13:00-14:00

06/11/25, 04/12/25, 27/01/26, 05/03/26/ 04/06/26. 14/07/26

Who is this event suitable for?

Safeguarding Leads

Scan or click

Exceed Continuous Professional Development and Support Registration Form





Equity, Diversity and Belonging (EDB)

Our Trust's strategy:



Strand 1: Improving Representation and Belonging



Strand 2: Develop an Inclusive Culture



Strand 3: Provide Training and Support



Strand 4: Ensure the School Curriculum Promotes EDB



www.exceedacademiestrust.co.uk/edb

Exceed Attendance Network

Facilitator: Tim Phillips, Bowling Park Primary School

A network for helping schools to cultivate a welcoming, structured school environment where every child is eager to attend, through understanding and navigating the legalities of school attendance and fostering a culture of support over sanctions. Through collaborative efforts, we aim to dismantle barriers to consistent attendance, empower schools with data-driven insights, and champion a community where best practices elevate every student's educational journey.

When and where?

Bowling Park Primary School, New Cross Street.

13:30-15:30

18/09/25, 20/11/25, 22/01/26, 12/03/26, 30/04/26, 18/06/26

Who is this event suitable for?

Attendance Leads and Attendance Officers

Scan or click

Exceed Continuous Professional
Development and Support Regis-
tration Form



Special Educational Needs and Disabilities Network

Facilitators: Joanna Jackson, Holybrook Primary School and Richard Bottomley, Bradford AP Academy

Exceed Academies Trust aims to improve life chances and outcomes for the learners in its schools. The Trust contributes effectively to system-wide improvements in education, is committed to safeguarding and promoting the welfare of children and expects all stakeholders to share this commitment.

The Designated Safeguarding Leads (DSL) Network aims to provide a networking forum for DSLs to obtain information, share good practice and make links with colleagues in other schools and understand the safeguarding arrangements locally and nationally.

When and where?

Various venues.

13:30-14:30

20/11/25 (Holybrook), 29/01/26, 07/05/26, 25/06/26

Who is this event suitable for?

SENCOs

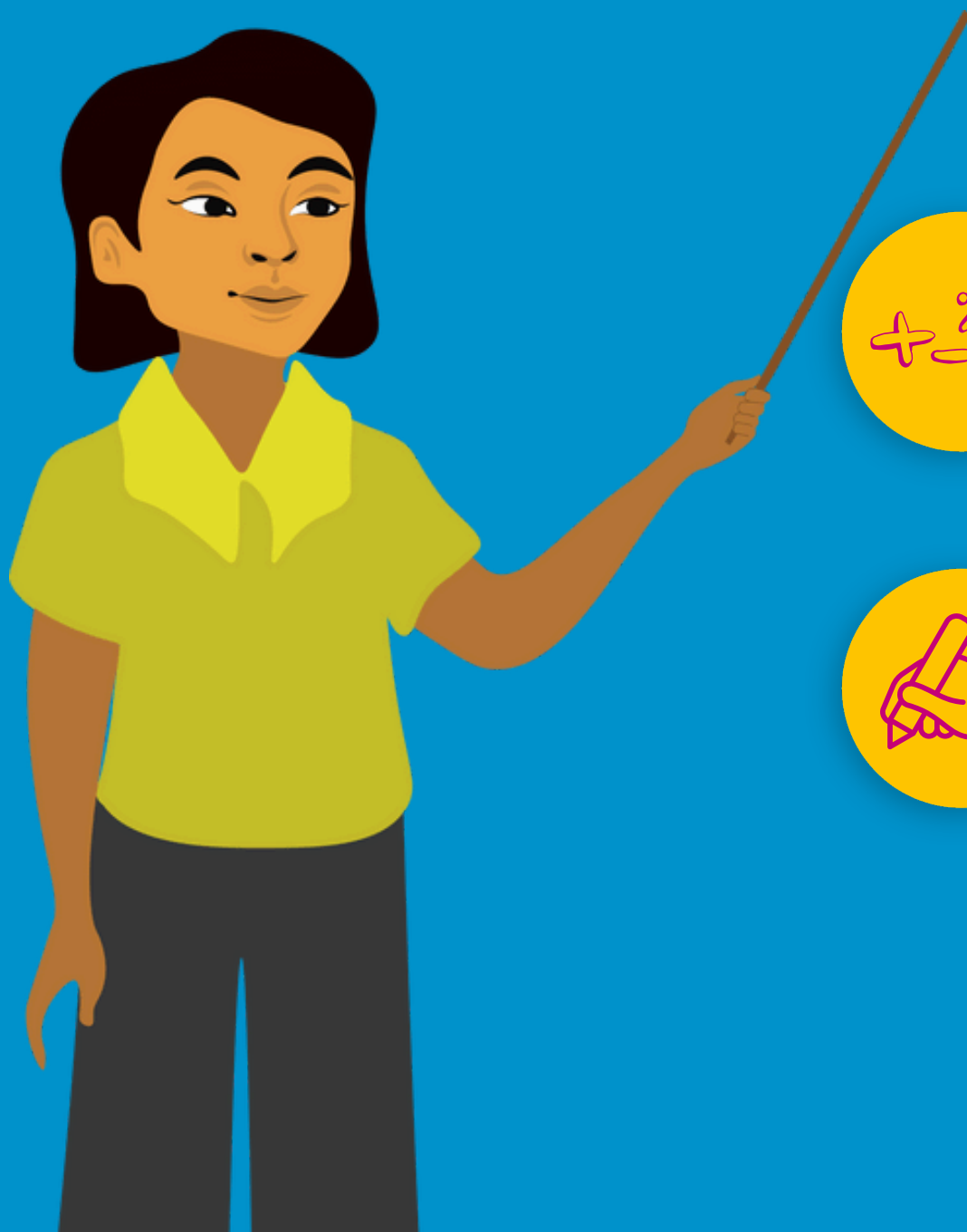
Scan or click

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Development and Support Regis-
tration Form



English and Maths Curriculum Hubs

Support and training



West Yorkshire Maths Hub

<https://wymathshub.co.uk>



Burley and Woodhead English Hub

www.burleywoodheadenglishhub.com

Governor Development Network

Facilitators: Peter Taylor, Duncan Jacques and Guests

These events support our governors to explore topical themes and issues affecting schools and trusts. As well as providing an insight into the issues and the key considerations, governors are supported to ask questions relevant to their role whilst providing support to their school or the trust.

Each event includes a tour of the host school to help develop belonging across the trust partnership.

When and where?

Various school-based venues.

16:30-18:00

12/11/25, 11/02/26, 29/04/26

Who is this event suitable for?

Members, Trustees, and Governors

Subject hubs

Support and training



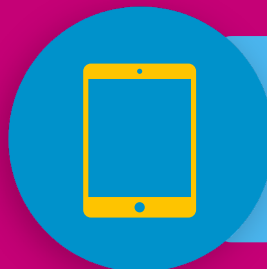
**Early Years Stronger Practice Hub
(for pre-Reception support)**

<https://stedmundsbradford.org.uk/early-years-stronger-practice-hub>



nasen - SEND CPD

<https://nasen.org.uk/events>



Exceed Apple Regional Training Centre

<https://education.apple.com>



Research School Network

<https://researchschool.org.uk/>

Exceed Networks



Exceed Reading Network

Facilitators: Leanne Ruddock, Harden Primary School and Helen Bradley, Copthorne Primary School

Supporting Reading leads to design and develop their school curriculum and undertaking their leadership role in partnership with other Trust schools.

When and where?

Various venues.

13:30-15:30

09/10/25 (Harden), 17/11/25 (school visits), 13/01/26 (Teams),
23/03/26 (school visits), 16/06/26 (Copthorne)

Who is this event suitable for?

Reading Leads

Scan or click

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Development and Support Regis-
tration Form



Exceed Networks



Exceed Key Stage 1 Writing Moderation Network

Facilitator: Rachel Dolby, Cavendish Primary School

Ensuring consistency across the trust with a shared understanding of KS1 moderation whilst providing each other with a critical friend and professional challenge; to help raise standards and pupils make positive progress.

When and where?

Various venues.

13:30-15:30

20/11/25, 12/03/26, 11/06/26

Who is this event suitable for?

Writing Leads, Year 2 Teachers

Scan or click

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■ PRIMARY

■ SECONDARY

■ PRIMARY WITH SEND

■ APPRENTICESHIPS

WWW.EXCEEDSCITT.CO.UK



Regional Training Centre

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and develop the use of iPad in
your classroom.*

*Online, self-study, practical programme..
Suitable for Leaders, Teachers and
Classroom-based Support Staff.*

Exceed
Apple Regional
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Exceed Early Years Network

Facilitator: Lucy Azzopardi, Horton Park Primary School

We believe that all children are entitled to the best possible start to their school life. Every child has a right to the very best learning opportunities and to succeed in a safe, secure and caring environment that is led by highly skilled and knowledgeable practitioners.

The Exceed Early Years Networks support Early Years Leaders, teachers and practitioners to fulfil this vision for our schools by enabling them to access support from other leaders across the trust. Practitioners can share information about research, teaching strategies and feedback from CPD that may positively impact each of the settings.

When and where?

Various venues.

13:00-15:00

01/10/25, 14/01/26, 29/04/26, 17/06/26

Who is this event suitable for?

Early Years Leads

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Exceed Continuous Professional
Development and Support Regis-
tration Form





Department
for Education

EARLY YEARS CHILD DEVELOPMENT TRAINING

[https://child-development-
training.education.gov.uk/](https://child-development-training.education.gov.uk/)

Exceed Networks



Exceed Maths Network

Facilitator: Caroline Hall, Harden Primary School

Support Maths Subject Leaders to design and develop their school curriculum and to undertake their leadership role in partnership with other Trust schools.

When and where?

Various schools, 13:30-15:30
16/10/25 (Cottingley Village), 01/12/25, 23/01/26, 19/03/26,
18/05/26

Who is this event suitable for?

Maths Subject Leaders

Scan or click

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Development and Support Regis-
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London Grid for Learning

Exceed Academies Trust's broadband supplier and technology partner.

CPD and Training

<https://lgfl.net/Training>

Teaching and Learning

<https://lgfl.net/educators>

EdTech Hubs

<https://sites.google.com/lgfl.net/edtech-hubs/home>

Exceed Networks



Exceed Writing Network

Facilitator: Annabel Naylor, Horton Grange Primary School

To develop a culture of honest and supportive conversations that allow for meaningful reflection on current practice; opportunities to share ideas and have a positive impact on pupil writing outcomes and attainment

When and where?

Various venues.

13:30-15:30

10/10/25 (Horton Grange), 06/02/26, 17/04/26, 05/06/26

Who is this event suitable for?

Writing Leads, Year 6 Teachers

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Development and Support Regis-
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Exceed Networks



Exceed Geography Network

Facilitator: Jon Cannell, Geographical Association

Supporting Geography Subject Leaders to design and develop their school curriculum and to undertake their leadership role in partnership with other Trust schools.

When and where?

Microsoft Teams

13:30-15:00

13/11/25, 09/03/26, 15/06/25

Who is this event suitable for?

Geography Subject Leaders (Primary)

Scan or click

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Development and Support Regis-
tration Form



Exceed Art, DT and Music Network

**Facilitators: Jessica Taylor and Nancy Humphrey,
Harden Primary School**

Our Art, DT and Music Leaders' Network offers colleagues the opportunity to work together, share experiences, and support one another in leading creative subjects across the Trust. Through regular meetings, leaders will be able to exchange ideas, explore innovative practice, and develop confidence in driving their subject areas forward.

When and where?

Harden Primary School

13:30-15:00

20/11/25, 25/03/26, 18/06/25

Who is this event suitable for?

Art, DT and Music Subject Leaders (Primary)

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Development and Support Regis-
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YORKS 100

Aspiring Headteacher
Programme designed and
delivered by Exceed
Academies Trust in
partnership with trusts
across England. The
programme includes an
international study visit.

We aim to support 100
aspiring headteachers over
five years to begin their
journey. Apply in the Spring
term for the next academic
year.



[HTTPS://YORKS100.SUBSTACK.COM](https://yorks100.substack.com)



Exceed Networks



Exceed History Network

Facilitator: Sue Temple, Historical Association

Supporting History Subject Leaders to design and develop their school curriculum and to undertake their leadership role in partnership with other Trust schools.

When and where?

Microsoft Teams

13:30-15:00

04/12/25, 19/03/26, 02/07/26

Who is this event suitable for?

History Subject Leaders (Primary)

Scan or click

Exceed Continuous Professional
Development and Support Regis-
tration Form



National professional qualifications



For Leaders, Teachers and Support Staff*



www.teachingschoolhub.co.uk/npq

* Selected programmes and eligibility criteria



Exceed Working Groups

Peer support groups for
Leaders, Teachers and
Support Staff

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www.exceedacademiestrust.co.uk/talent

Exceed Working Groups



Exceed InnovAltors Working Group: Quality Mark Accreditation

Facilitator: Paul Butler, Exceed Academies Trust

Supporting the exploration and development of Artificial Intelligence for teaching and learning, including curriculum resources, pedagogy, and the trialling of resources that help to reduce workload and enhance learning.

NEW: Work towards the Good Future Foundation AI in Education Quality Mark via these meetings.

When and where?

Various.

13:00-15:00

05/11/25, 13/01/26, 23/02/26, 23/04/26, 30/06/26

Who is this event suitable for?

Leaders, Teachers and Support Staff

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Development and Support Regis-
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Exceed Working Groups



Equity, Diversity and Belonging Strategic Group

Facilitator: Exceed Academies Trust

Supporting schools to embed the Trust-wide priority of equity, Diversity and Belonging in the school curriculum. Members will help to define and drive the EDB Strategy across the Trust.

When and where?

Various

13:00-15:00

24/09/25, 26/11/25, 28/01/26, 18/03/26/ 06/05/26, 24/06/26

Who is this event suitable for?

Leaders, Teachers and Support Staff

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Development and Support Regis-
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Exceed Working Groups



Equity, Diversity and Belonging: Curriculum Development

Facilitator: Exceed Academies Trust

Supporting schools to embed the Trust-wide priority of equity, Diversity and Belonging in the school curriculum. Delegates will support each other to review their curriculum and to develop resources and opportunities to use with children and young people.

When and where?

Various

13:00-15:00

03/11/25 (Exceed Head Office), other dates TBC

Who is this event suitable for?

Leaders, Teachers and Support Staff

Scan or click

Exceed Continuous Professional
Development and Support Regis-
tration Form





Exceed Teaching School Hub



Teacher development through:

- ✓ Early Career Teachers Programme
- ✓ Appropriate Body
- ✓ National Professional Qualifications



www.teachingschoolhub.co.uk



Exceed Programmes

Peer support groups for
Leaders, Teachers and
Support Staff

4



www.exceedacademiestrust.co.uk/talent

Exceed Programmes

Teaching Assistant Development Programme

Facilitator: Individual schools and provision

This programme has been developed by Ambition Institute but is delivered by leaders in individual schools and provisions. It is available to all classroom support staff.

The content covers:

1. Building and maintaining positive relationships
2. Working memory
3. Pupil attention in the classroom/during instruction
4. Giving instructions
5. Effective questioning
6. How to check for understanding
7. Giving effective feedback
8. Pupil motivation
9. Giving meaningful praise
10. Pupil independence

When and where?

Dates to be confirmed. Please speak to your Headteacher.

Who is this event suitable for?

Support Staff

Scan or click

Exceed Continuous Professional
Development and Support Regis-
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Exceed Trauma Informed Schools: Bespoke Support

Facilitator: Lyndsey Brown, Oastlers School

Bespoke school support provides advisory and strategic support to assist schools to meet the needs of individual children where there are SEMH concerns. The advice and support helps to develop robust system and processes for the school to support the child. This is a time-limited programme. The child may be invited to Oastlers School for direct support on a Friday afternoon, e.g. for counselling.

When and where?

Please contact Lyndsey Brown to explore the support offer.

Who is this event suitable for?

Leaders

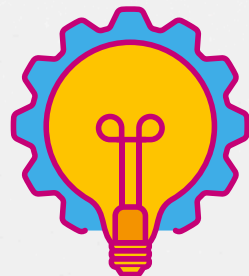
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Early career teachers programme

[www.teachingschoolhub.co.uk
/inductionyear](http://www.teachingschoolhub.co.uk/inductionyear)



STEM Learning

Unlimited training for
subscribing schools.

Start date: 01/05/2025

End date: 30/04/2026

Unique 100% discount code:
SUB1TR03555

<https://www.stem.org.uk/>



Exceed Conferences

Events for Trustees,
Governors and Leaders

5



www.exceedacademiestrust.co.uk/talent

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VERSION
OF THIS
PROSPECTUS***

www.exceedacademiestrust.co.uk/talent