

## Professional learning for practitioners – Swansea Council

Provision	Brief outline	Which professional standard(s) does the professional learning support?	Audience	Further information
National coaching and mentoring programme	<p>Colleagues who attended the ‘train the trainer’ national approach cascade the programme to senior and middle school leaders. To develop a coaching and mentoring culture throughout schools in Wales and ensure that all practitioners can benefit from this culture.</p>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	<p>For practitioners at all levels who want to develop their knowledge and skills in effective coaching and mentoring. It is ideal for both new and existing coaches and mentors.</p>	<p>Swansea LA</p>
Mentoring and induction	<p>All new headteachers and acting headteachers in Swansea are assigned a mentor. The mentor will be an experienced leader from another school. In the first year, the mentoring role will be on a semi-informal basis. That is, the mentor and mentee would be expected to meet every half term. In subsequent years, as appropriate, the mentoring role is likely to move to a less formal, if-and-when-necessary, approach.</p> <p>In addition, new and acting heads join a group led by an experienced headteacher. This provides our new leaders with valuable time to discuss common issues and concerns and collaborate on common work streams.</p>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	<p>New and acting headteachers</p>	<p>Swansea LA</p>
Health and Safety (various)	<p>A range of courses are provided to headteachers and senior leaders outlining duties, expectations and responsibilities. Courses include:</p> <ul style="list-style-type: none"> <li>• Premises Managers</li> <li>• Management of Accidents</li> <li>• Fire Risk Assessment</li> <li>• Health and Safety for Senior Executives</li> <li>• Supporting Employee Health and Well-being</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	<p>Headteachers and Senior Leaders</p>	<p>Swansea LA</p>

HR (various)	A range of courses are provided to headteachers and senior leaders outlining duties, expectations and responsibilities. Courses include: <ul style="list-style-type: none"> <li>• Management of Absence</li> <li>• Safer Recruitment</li> <li>• Disciplinary</li> <li>• Redundancy training</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	Headteachers and Senior Leaders	Swansea LA
GDPR	Online training on GDPR available via the Council's Learning Pool.	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	Headteachers and Senior Leaders	Swansea LA
Safeguarding / Child Protection (various)	A range of course giving clear guidance to school-based staff. Courses include: <ul style="list-style-type: none"> <li>• Role of the LAC designated teacher</li> <li>• Child Protection and Awareness Level 1</li> <li>• Child Protection Level 2 and 3</li> <li>• Designated Safeguarding Person Training</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	All school-based staff	Swansea LA
Financial Management	Guidance for senior leaders regarding financial management in Swansea's schools.	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	Headteachers and Senior Leaders	Swansea LA
ALN	A wide range of courses provided by the LA's ALN and Inclusion Team. Examples of courses include: <ul style="list-style-type: none"> <li>• Education Psychology Service in Swansea</li> <li>• Role of the Learning Support Team in Swansea</li> <li>• Key Features of ALNET</li> <li>• Swansea LA Specialist School Provision and LA Funding</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	Headteachers, Senior Leaders, ALNCos	Full range of courses issued in a training menu and circulated to schools.

Governor (various)	<p>A range of courses are provided to governors outlining duties, expectations and responsibilities. Courses include:</p> <ul style="list-style-type: none"> <li>• New Governor Training (mandatory)</li> <li>• Child Protection</li> <li>• New Chairs of Governors (mandatory)</li> <li>• New Clerk to governors</li> <li>• Premises Maintenance</li> <li>• Finance and Budgets</li> <li>• Attendance (Role of Education Welfare Service)</li> <li>• The ALNET Act – Swansea’s ALN Strategy and Actions Required by Schools</li> <li>• Health and Safety</li> <li>• Exclusions</li> <li>• Looked After Children</li> <li>• Curriculum for Wales (CfW)</li> <li>• Assessment</li> <li>• Religion, Values and Ethics in CfW</li> <li>• Relationships and Sexuality Education in CfW</li> <li>• Self-Review</li> <li>• Roles and Responsibilities</li> <li>• Headteacher Performance Management</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> </ul>	School leaders and Governors	Swansea LA
RADY – Raising Attainment for Disadvantaged Youngsters	<p>A programme designed to raise expectations and attainment of for disadvantaged pupils. Training modules include:</p> <ul style="list-style-type: none"> <li>• What it is like to be a disadvantaged pupil in school</li> <li>• The impact of the curriculum</li> <li>• Adapting teaching and effectively using metacognitive strategies</li> <li>• Addressing the difficulties of participation in all aspects of school life</li> <li>• Teaching appropriate learning behaviours</li> <li>• Thinking about career-related learning from the earliest age</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Collaboration</li> </ul>	All leaders and practitioners	Organised in the main by Partneriaeth. Online training modules, cluster training sessions, follow up support from Challenge Education Advisers, local and regional effective practice conferences.
Cluster curriculum design workshops	A series of cluster-based curriculum design workshops to support curriculum coherence and a shared understanding of progression between schools across a cluster.	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Collaboration</li> </ul>	Senior and curriculum leaders	Series of cluster-based workshops May/June 2022. Follow-up sessions to be planned for 2022-23

Senior leader and curriculum networks	Half-termly network meetings available to all primary and secondary senior and curriculum leaders to share practice and learn from each other in key areas. Occasionally, sessions include guest speakers from other LAs or other inputs that link to key areas such as leadership or curriculum (regional/national speakers or keynotes, e.g. Chris Moyse – Improve not Prove).	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Professional learning</li> <li>• Pedagogy</li> <li>• Innovation</li> </ul>	All senior leaders – heads, deputies, assistant HTs in primary, secondary and special/PRUs	Half-termly meetings either virtual, hybrid or face to face that promote on-going discussions and learning.
Welsh Language	<p>Training and development of staff to strengthen Welsh Language skills and progression in pupils' learning.</p> <ul style="list-style-type: none"> <li>• Termly network meetings for Welsh coordinators of all schools to share practice, resources and key updates</li> <li>• Siarter Iaith support for all schools and development of bespoke school to school support model</li> </ul> <p>Develop a structured approach to continuity and progression in Welsh in English medium clusters.</p>	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> </ul>	Targeted practitioners and schools that need WL training and support	Sabbatical, online courses. Face-to-face training provided by Welsh in Education Team.
RSE/RVE	A variety of PL opportunities for schools focussing on RSE and RVE. Occasionally, guest speakers contribute to the sessions, e.g. Professor Lat Blaylock.	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> </ul>	RSE/RVE leads	Swansea LA
Digital competence	A variety of PL opportunities for schools focussing on digital competence. Can take a variety of forms, e.g. bespoke ADDs sessions for schools or organised LA-wide PL opportunities.	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> </ul>	Digital competence leads	Swansea LA
Literacy/Numeracy	Network meetings of coordinators identifying PL needs and strengths. Work is planned with our regional partners to provide PL to address the needs identified.	<ul style="list-style-type: none"> <li>• Professional learning</li> <li>• Pedagogy</li> </ul>	All practitioners	Swansea LA (in collaboration with partner LAs)