


School workforce development and support

2025-2026





The School Workforce Development and Support Service provides flexible expert consultancy on a range of topics, including coaching, supporting leadership and management, team building, managing change, finance for new leaders and marketing. The service has a wealth of knowledge in education gained through working in various education and professional roles. The bespoke support we offer will:

- ◆ Enable you to build capacity for sustainable improvements in challenging financial times
- ◆ Support you by developing leadership and supporting succession planning
- ◆ Help facilitate new partnerships through collaborative working
- ◆ Build knowledge and skills.

We continue to use a blended approach to training and support and have adapted our support to embrace new digital platforms which has ensured that we remained reactive and fully able to support your school needs either virtually or in person.

We recognise that it is very important that *No School is Left Behind* and continue to work to support through building expertise and supporting wellbeing through our networks, and bespoke support.

Our prices remain competitive, and Ealing Learning Partnership (ELP) schools receive a discounted rate. Log in to view full information on prices at EGfL www.egfl.org.uk/workforce.

Feedback from schools on services 2024

"A great forum for helping with future comparisons, planning and efficiency savings."

SBM network feedback

Workforce training highly rated as value for money and flexible in meeting school needs

ELP 2024 survey

To discuss your school's requirements please contact:

Alison Bennett

School workforce lead

020 8825 6689 abennett@ealing.gov.uk



Workforce network membership for SBMs and site managers'

Networks provide the opportunity to share best practice and discussion across of a range of topics to ensure your school is fully informed about changes and new initiatives. Membership includes access to both Groups. Membership is for 1 year for 2025/6.

SBM professional , strategic group and site manager /caretaker group:

- ◆ Network meetings termly for Site Manager Group and five meetings per year for the SBM Group
- ◆ Workshops and guest speakers/ presentations to support school roles
- ◆ Dedicated email group to share information and key updates
- ◆ Brokering of school to school's support and collaboration opportunities
- ◆ Opportunity to feed in ideas to ELP Committees
- ◆ Reduced rates for specialised accredited and non- accredited training
- ◆ Reduced rates for conference/ workshops
- ◆ Access to telephone and email support /advice

Benefits and outcomes

- ◆ Sharing best practice - No School Left Behind
- ◆ Improved professional knowledge
- ◆ Increased expertise
- ◆ Cost effective solutions through collaboration
- ◆ Economies of scale
- ◆ Supporting Wellbeing.

Workforce development and support packages

The bespoke packages are aimed at supporting School Senior Leadership and wider teams. They provide a developmental framework that will assist the Headteacher, Senior Leadership Team, and other Practitioners to achieve strategic and professional objectives within the school context. The Packages are aimed at all school phases and prices are available on services to schools page or by contacting Alison Bennett.

Topics include:-

- ◆ Leadership Coaching
- ◆ Headteacher Finance
- ◆ Marketing

Benefits and outcomes

- ◆ Build leadership capacity to achieve professional and organisational objectives
- ◆ Enhance strategic thinking and direction
- ◆ Effective conversations that support communication across your School
- ◆ Improved personal and professional performance
- ◆ Develop an integrated approach to problem-solving
- ◆ Increase clarity of vision and focus
- ◆ Increase knowledge and expertise
- ◆ Cost effective solutions
- ◆ Supporting Wellbeing.

Package 1 Coaching headteacher 1- 1 coaching for established headteachers or other senior leaders

To provide confidential support to ensure personal and professional goals are achieved throughout the year using techniques such as DISC (Dominance, Influence, Steadiness and Conscientiousness) behavioural assessments to identify behavioural strengths and challenges. Supporting the wellbeing and continued success of the Headteacher and the School.

Sessions: face to face/ virtual and will consist of between 8-10 sessions (up to 21 hours in total) including telephone support for the whole academic year

Package 2 Coaching 1-1 for senior leaders, middle leaders, school practitioners

To ensure positive and sustained change for staff who need support to achieve professional and school goals/aims using DISC (Dominance, Influence, Steadiness and Conscientiousness) behavioural assessments to identify behavioural strengths and challenges. Individuals will work on an Action Plan and Feedback/ Evaluation will assess the impact of coaching against the stated goals and objectives

Sessions: face to face /virtual and will consist of up to 6 sessions (up to 14 hours in total) including telephone support usually over one or two terms

Package 3 – Finance for new to headship

Working effectively with your governing board and school business manager

Understanding finance cycles and the finance roles / responsibilities of the school business manager, governing board and headteacher within the school. Supporting the seamless working of these groups to meet school statutory functions and finance challenges

Sessions: Three half day session one per term (face to face / virtual)

Package 4 Introduction to coaching whole school for school leaders

A four-part programme aimed at new and experienced professional practitioners who wish to develop professional skills and practical knowledge to effectively coach and mentor staff members within your school. You will cover

- ◆ Understanding good practice in coaching
- ◆ Understanding the roles and responsibilities of an effective coach
- ◆ Coaching models, tools, and techniques
- ◆ Coaching practice, observation, and reflection

Sessions : face to face and will consist of 4 half day sessions in school

Package 5 Marketing

Identify meaningful and impactful marketing changes to make in school

- ◆ Ensuring you get your business case right
- ◆ Ensuring a positive return on your marketing investment
- ◆ Measuring success of marketing goals

Sessions : face to face and virtual including a half day face to face training session and pre and post sessions on teams

We can commission leadership and support staff bespoke training /support for your school, including

- ◆ Team building
- ◆ Income generation
- ◆ Customer services skills
- ◆ Managing change
- ◆ Effective appraisals (support staff)
- ◆ Managing difficult conversations.

School workforce development

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Visit www.egfl.org.uk/workforce