

Support • Enhance • Nurture • Develop



LEARN

PROFESSIONAL DEVELOPMENT

2025/26

Incorporating the
CIT CPD Offer





Welcome to the LEARN Professional Development Brochure for 2025-26 incorporating the fully funded CIT CPD offer

We are delighted to present our professional development offer for the 2025–26 academic year. This year, we are excited to provide a blended approach to training, ensuring accessibility for all practitioners.

At LEARN, we deliver tailored CPD and school support, drawing on the expertise of both specialist SEND and mainstream colleagues. Our mission is to ensure that every child has access to high-quality education, both within Lincolnshire and beyond.

We offer centre-based CPD programmes throughout the year. Delegate places can be booked either individually or as a whole school. If a suitable date is not available, please get in touch – we will do our best to accommodate your needs.

As part of the Community Inclusive Trust, we support mainstream primary, secondary, and special schools. Our portfolio includes DfE-approved SEND initiatives, positioning us as a leading provider in the region. Although based in Lincolnshire, our support extends across the East Midlands and increasingly reaches schools and settings nationwide.

LEARN is a delivery partner of the L.E.A.D. Teaching School Hub, contributing to their SEND provision. Through our network of specialist partners – including our Director’s

role as Regional Lead for Whole School SEND – we are committed to meeting your CPD needs, whether at our training centre or in your school. If you cannot find what you are looking for in this brochure, please do not hesitate to contact us.

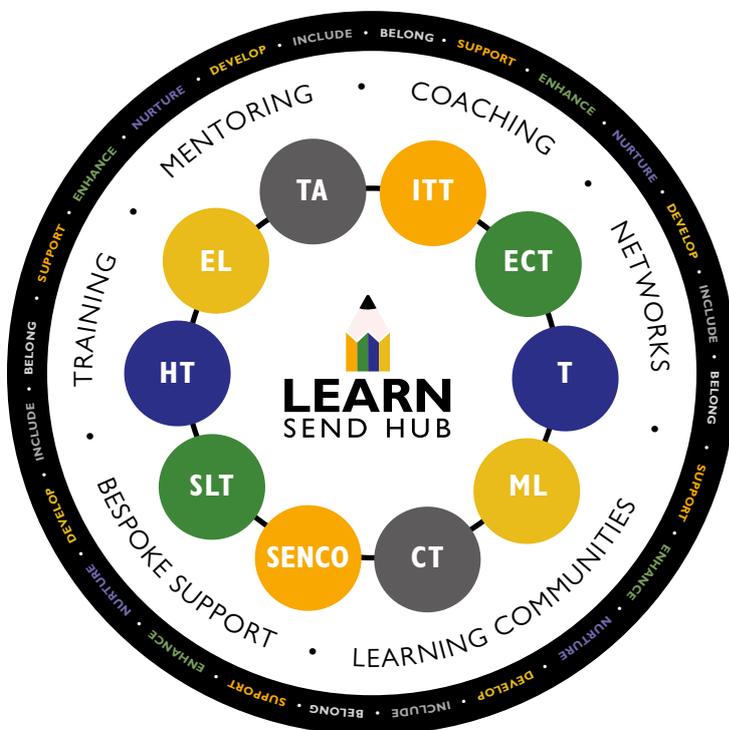
Our training covers all four broad areas of need within the SEND spectrum. To help you navigate the brochure, we have included buttons indicating the focus of each session. You will also find buttons for Leadership and Management, and High-Quality Teaching courses.

New for this year: sessions on Adaptive Teaching, Calm and Ready to Learn, and sensory strategies. These additions reflect feedback from sector leaders and practitioners, ensuring our training remains relevant and impactful.

We work in collaboration with a wide range of partners, including Futures in Mind, the Lincolnshire SEND Forum, Inspire Connected Communities Trust, and various sector experts. This ensures our training is evidence-informed, rooted in best practice, and responsive to current needs.

VISION & VALUES

At LEARN SEND Hub, we value inclusivity, excellence, and collaboration. Our vision is to ensure every child has access to high-quality education. We empower educators through tailored CPD to meet diverse needs. We adapt to the ever-changing educational landscape, raising the profile of SEND. By collaborating with specialist partners and using the latest research, we lead in SEND education within Lincolnshire and beyond. Our commitment to excellence drives us to innovate and ensure our training is impactful and relevant.



Support



Enhance



Nurture



Develop



Our training covers all four broad areas of need. To identify the area that the training relates to we have used the following buttons throughout the brochure alongside two additional buttons to indicate our Leadership and Management and High Quality Teaching courses.



Cognition & Learning



Sensory & Physical Needs



Social, Emotional & Mental Health



Communication & Interaction



Leadership & Management



High Quality Teaching

LEARN SEND HUB BESPOKE SUPPORT

At the heart of our offer is the LEARN SEND Hub, which provides targeted, school-specific support to strengthen inclusive practice. Schools and Trusts can access detailed SEND reviews, MAT-wide evaluations, resource base reviews, and behaviour pathway reviews.

Each audit includes a comprehensive analysis of current provision and clear, practical recommendations, with the option for follow-up CPD to support implementation. This bespoke support helps settings identify strengths and areas for development, ensuring a strategic and sustainable approach to inclusion.

Support can be commissioned at an individual school or Trust-wide level - just get in touch to shape a package that fits your needs.



LEARN PROFESSIONAL DEVELOPMENT OFFER

The LEARN professional development offer builds on the LEARN SEND Hub offer by providing a flexible programme of evidence-informed training for staff at all levels. While inclusion and SEND remain a key focus, the offer also supports wider whole-school improvement through sessions on inclusive classroom strategies, behaviour support, curriculum design, effective support staff deployment, and leadership development.

Training is delivered through CPD workshops, full-day events, or tiered pathways and can be tailored for individual schools or across Trusts. Our approach supports schools in embedding effective, inclusive practices that lead to lasting impact on teaching, learning, and outcomes for all pupils.



CIT CPD PROGRAMME

As part of the CIT family, staff have access to a fully funded, Trust-wide CPD programme led by the LEARN SEND Hub. This offer includes a diverse range of professional development opportunities designed to support staff at every stage of their career. From practical CPD sessions to collaborative professional learning communities, the programme is aligned with CIT's strategic priorities and tailored to the needs of different roles across our academies.

Whether you're looking to deepen your expertise, develop leadership skills, or explore new areas of practice, the CIT CPD Programme provides high-quality, inclusive training that reflects our commitment to staff development and school improvement.



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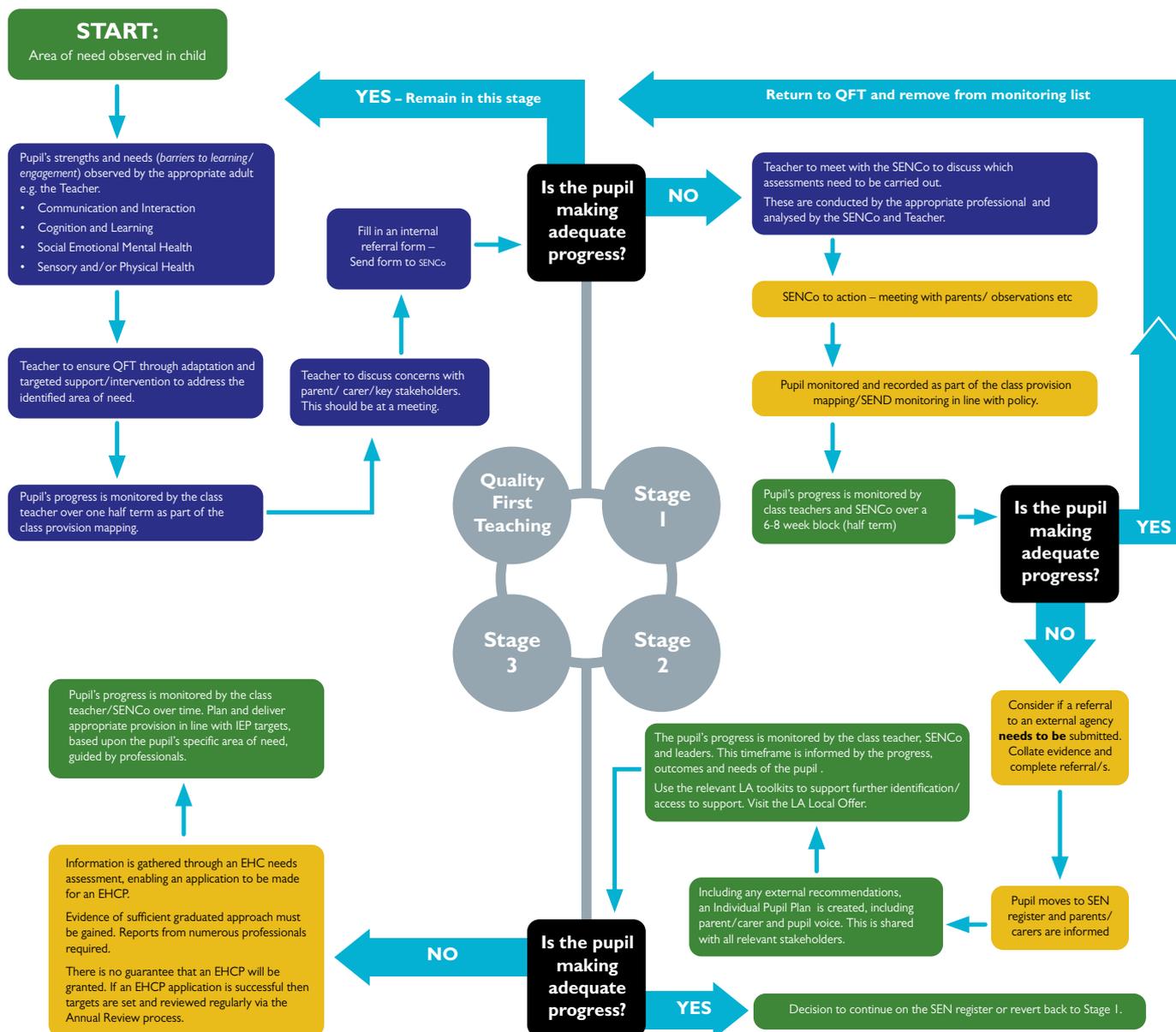
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LEARN
SEND HUB



LEARN
SEND HUB

Where Are You On Your SEND Journey?



Using the SEND Journey

Navigating the process of identifying and supporting pupils with SEND can be complex. Our SEND Journey infographic provides a clear, step-by-step visual guide to help educators understand the stages of identifying, assessing, and meeting pupils' needs effectively.

THIS TOOL IS DESIGNED TO:

- Clarify the graduated approach to SEND support, from early identification to targeted intervention.
- Guide teachers and SENCOs in monitoring progress and making informed decisions.
- Support schools in ensuring appropriate referrals, interventions, and external assessments where necessary.

By following the pathways outlined in the infographic, schools can confidently implement a structured and effective SEND process, ensuring every pupil receives the support they need to thrive.



Here are some key messages for school leaders regarding SEND in the UK

- 1 Co-production:** Engage pupils and their families in decision-making processes. This ensures that their voices are heard and their needs are met effectively.
- 2 Think SEND:** Ensure that SEND is a priority for all leaders and governors. Every teacher is responsible for the progress and attainment of pupils with SEND, not just the SENCO.
- 3 Effective Deployment of Teaching Assistants:** Utilise teaching assistants effectively to support pupils with SEND. Research suggests that their impact can vary widely, so it's important to deploy them in ways that maximise their effectiveness.
- 4 High-Quality Interventions:** Implement structured interventions to support the progress of pupils with SEND. These interventions should be evidence-based and tailored to the specific needs of the pupils.
- 5 Training and Support:** Provide ongoing training and support for teachers and staff to ensure they are equipped to meet the needs of pupils with SEND. This includes understanding the legal requirements and best practices outlined in the SEND Code of Practice.

By focusing on these areas, school leaders can create an inclusive environment that supports the success and belonging of all pupils.

Bespoke Support – Designed for Your Setting

Our team of SEND Specialist Partners, SEND Lead Practitioners, and School Improvement Experts provide customised support to meet the unique challenges of your setting. Whether you need 1:1 strategic guidance, whole-school training, or targeted intervention planning, we work alongside you to build sustainable, high-quality SEND provision.

When you engage with LEARN SEND Hub, a dedicated Specialist Practitioner will conduct an initial needs assessment, ensuring that the support you receive is precisely tailored to your school's priorities.

RAG rate the questions below to identify your school's strengths and areas for development.

IDENTIFICATION & EARLY SUPPORT

- Are staff confident in identifying and assessing SEND needs early?
- Can staff differentiate between SEND, socio-economically disadvantaged and learning gaps
- Are referral pathways clear for SALT, OT, EP, and CAMHS?
- Is there a strong graduated response across all phases?
- Are parents and carers involved in the identification process?

QUALITY OF TEACHING & ADAPTATIONS

- Do teachers use adaptive teaching rather than relying on interventions?
- Are classrooms inclusive (low-arousal spaces, visual supports, sensory considerations)?
- Are staff trained in evidence-based SEND strategies (ASD, ADHD, SLCN, SEMH)?
- Are interventions monitored for quality and impact?
- Do pupils with SEND access the full curriculum with appropriate scaffolds?

EFFECTIVE USE OF SUPPORT STAFF

- Are TAs deployed to promote independence rather than replace teacher-led learning?
- Do TAs receive ongoing training in scaffolding, questioning, and SEND strategies?
- Do TA-led interventions align with whole-class teaching?
- Are TAs involved in assessment and feedback?

SEND LEADERSHIP & ACCOUNTABILITY

- Is the SENCO part of the Senior Leadership Team (SLT) with strategic influence?
- Do all leaders take shared responsibility for SEND, not just the SENCO?
- Are SEND systems in place for tracking progress beyond academic data?
- Are high expectations and ambitious outcomes embedded for pupils with SEND?
- Is pupil voice valued in decision-making?

INCLUSION, CULTURE & ACCESSIBILITY

- Do pupils with SEND feel a sense of belonging (extracurricular, leadership, social inclusion)?
- Are behaviour policies inclusive, considering neurodiversity and emotional regulation?
- Are staff trained in trauma-informed approaches?
- Are school policies (uniform, behaviour, assessment) reviewed through a SEND lens?
- Is physical, sensory, and cognitive accessibility embedded throughout the school?

TRANSITIONS AND PREPARING FOR ADULTHOOD

- Is preparation for Adulthood considered and taught from the earliest years?
- Are pupils supported in independent living, employment, and self-advocacy?
- Are alternative pathways and vocational options considered?
- Is there a clear post-16 progression plan for pupils with SEND?

FAMILY ENGAGEMENT AND MULTI-AGENCY WORKING

- Do parents feel they are equal partners in their child's SEND journey?
- Are communication strategies effective and inclusive?
- Is there strong multi-agency collaboration with external professionals?
- Are EHC plans high quality, co-produced, and regularly reviewed?
- Do families receive clear guidance on SEND services and funding?

Explore the training offered by LEARN SEND Hub that might fit your needs

Identification and Early Support

- Introduction to the SEND Journey in Action
- Teacher Modules
- TA Modules
- Managing Behaviour Modules

Quality of Teaching and Adaptations

- Adaptive Teaching Pathway
- Teacher Modules
- Sensory Approaches: Understanding & Meeting Student Needs
- ELKLAN

Effective Use of Support Staff

- TA Modules
- Teacher Modules
- De-escalation and Behaviour Management for Midday Supervisors
- Introduction to the SEND Journey in Action
- Using LEGO play to nurture wellbeing
- Using LEGO play to support social skills

SEND Leadership and Accountability

- SENCO Networks
- NPQSENCo L.E.A.D. Teach First
- Introduction to the SEND Journey in Action
- SEND Reviews
- MAT Reviews

Inclusion Culture and Accessibility

- Teacher Modules
- SEMH - The Bigger Picture
- Sensory Approaches: Understanding & Meeting Student Needs
- Emotion Coaching
- Complex Needs in EYFS
- ELKLAN

Transitions and Preparing for Adulthood

- Supporting Transition

Family Engagement and Multi-Agency Working

- Teachers Working with Parents and Carers
- Capturing Pupils Voice
- Preparing for Adulthood

LEARN SEND Hub Audits

Why choose LEARN SEND Hub Audits?

- Independent and expert-led – our specialists provide objective and informed insights
- Tailored to your setting – ensuring relevant and actionable feedback
- Practical recommendations – supporting schools to drive meaningful improvements
- Trusted by schools – delivering impact across Lincolnshire and beyond

Whole School SEND Audits

Independently identifying strengths and areas for development in SEND can be challenging. We have trained a team of experienced SEND specialists who work alongside school leaders and teachers to audit SEND provision, policies, and practices. This audit provides:

- A thorough review of inclusive teaching and intervention strategies
- An evaluation of leadership, policies, and processes to ensure compliance and best practice
- Practical, tailored recommendations to strengthen SEND provision
- A collaborative approach that empowers staff and enhances pupil outcomes

Schools across Lincolnshire have found this audit highly valuable in shaping their SEND strategies and ensuring the best possible support for their pupils.

MAT (Multi-Academy Trust) SEND Audits

Ensuring consistent, high-quality SEND provision across multiple schools can be complex. Our MAT SEND Audit provides a trust-wide review of SEND leadership, policies, and practices, helping Multi-Academy Trusts identify strengths and areas for improvement. This includes:

- A holistic overview of SEND provision across all trust schools
- Analysis of leadership structures and consistency in provision
- A focused analysis into policies, funding allocation, and impact on pupils
- Tailored recommendations to develop a trust-wide SEND strategy

This audit supports MATs in streamlining SEND approaches, fostering collaboration, and ensuring equity of support for all pupils.

Sensory Audits

For pupils with sensory processing differences, a well-designed environment can make a significant impact on learning, engagement, and wellbeing. Our Sensory Audit helps schools create inclusive environments by assessing:

- Classroom layout, lighting, and acoustics to reduce sensory barriers
- Resources and strategies to support sensory regulation
- Staff training needs on sensory processing and effective adjustments
- Actionable recommendations to create a more inclusive setting

By implementing the recommendations from this audit, schools can enhance accessibility and comfort for all learners, particularly those with sensory processing challenges.



Bespoke Setting Audits

Every school is unique, and a one-size-fits-all approach does not always work. Our Bespoke Setting Audit is designed to address your school's specific needs, providing a personalised evaluation of key areas, such as:

- SEND provision and inclusive teaching strategies
- Behaviour and SEMH support
- Physical and sensory environment
- Leadership and staff development

Our experienced team works closely with you to develop tailored recommendations that support your school's vision, ensuring positive outcomes for all pupils.

Provision Bases & SEND Hub Audits

Specialist provision bases and SEND hubs play a vital role in supporting pupils with additional needs. The audit supports settings to reflect on provision and ensure they are effective by assessing:

- The quality and impact of interventions within the provision
- Integration and collaboration with mainstream settings
- Staff expertise and professional development needs
- Suitability of the physical environment for diverse needs

With targeted recommendations, schools can optimise their provision bases and hubs to ensure they offer the best support for pupils with SEND.

Interested in booking an audit?

Contact us today to discuss how a LEARN SEND Hub Audit can support your setting.

enquiries@learnsendhub.co.uk



Introduction to the SEND Journey in Action

NEW FOR 2025/26 ACADEMIC YEAR



This practical training course is designed for both new and experienced SENCOs looking to strengthen their skills in managing SEND processes within schools. The session will cover essential areas, including SEND registers, provision mapping, trackers, internal referrals, early identification, and key systems and paperwork. Participants will also explore best practices for external agency referrals and gathering evidence for EHCP needs assessments. Over the course of the training, gain the confidence and knowledge to streamline SEND support and improve outcomes for learners.

This course will be scheduled twice over the academic year to provide flexible attendance opportunities.

SESSION	DATE	TIME	VENUE
Option 1	Thursday 6th November 2025	9.15am – 3.30pm	LEARN
Option 2	Thursday 30th April 2026	9.15am – 3.30pm	LEARN



Audience SENCOs, Assistant SENCOs and aspiring SENCOs
Cost **CIT staff: Fully funded** / Non CIT staff: £125



SEND Network Meetings

These interactive and informative termly network meetings will keep you up to date with the latest regional and national SEND developments, including key updates from Whole School SEND.

Each session will provide:

- The latest policy and practice updates in SEND
- Research-informed resources and documents to support evidence-based approaches
- A collaborative space to share best practice and reflect on how to implement effective strategies in your setting

Whether you are looking to stay informed, enhance your practice, or connect with like-minded professionals, these network meetings will provide valuable insights and practical takeaways to support pupils with SEND in your setting. To accommodate as many working practices and locations as possible, we offer sessions at two different venues on separate dates, giving you the flexibility to attend at a time and place that suits you best.

SESSION	DATE	TIME	VENUE
Autumn	Tuesday 7th October 2025	1pm – 3.30pm	LEARN
Autumn	Thursday 23rd October 2025	1pm – 3.30pm	L.E.A.D.
Spring	Wednesday 11th March 2026	1pm – 3.30pm	LEARN
Spring	Thursday 19th March 2026	1pm – 3.30pm	L.E.A.D.
Summer	Wednesday 10th June 2026	1pm – 3.30pm	LEARN
Summer	Thursday 18th June 2026	1pm – 3.30pm	L.E.A.D.



Audience SENCOs, SENCo assistants, aspiring SENCOs
Cost FREE



Specialist School Leadership Meeting

“Working together to best meet the needs of learners in specialist settings”

The LEARN SEND Hub and Inspire SEND Alliance are committed to supporting schools in providing the best possible outcomes for pupils with SEND.

This Specialist School Leadership Meeting offers school leaders a valuable opportunity to:

- Hear key updates on national and local SEND developments
- Access training and guidance from experienced SEND professionals
- Connect and collaborate with fellow Headteachers and leaders in specialist settings

SESSION	DATE	TIME	VENUE
Autumn	Tuesday 7th November 2025	9.30am – 12pm	LEARN
Spring	Wednesday 20th March 2026	9.30am – 12pm	St Lawrence
Summer	Wednesday 26th June 2026	9.30am – 12pm	L.E.A.D.

Join us as we continue to strengthen our collective approach to supporting pupils with SEND.



Audience Leaders of Specialist settings
Cost FREE



Adaptive Teacher Pathway

UPDATED AND ENHANCED FOR 2025/26 ACADEMIC YEAR

A 2-day Professional Learning Programme for Educators

Educators today are expected to meet the needs of all pupils, ensuring that every learner can access and engage with the curriculum effectively. Adaptive teaching is a powerful pedagogical approach that enables educators to respond to the varied abilities, prior knowledge, and learning styles within their classrooms. By continuously assessing progress and making thoughtful adjustments to teaching strategies, educators can foster a more inclusive and effective learning environment.

This course will provide you with a clear understanding of adaptive teaching, including its core principles and practical applications. You will gain valuable guidance on statutory requirements, ensuring compliance while maximising the impact of your teaching.

Designed for both new and experienced educators, this two-day professional learning programme will equip you with the knowledge, strategies, and confidence to implement adaptive teaching effectively. Through evidence-based approaches, you will explore practical ways to support pupils across the four broad areas of need, fostering a more inclusive learning environment.

The course will also introduce AI and assistive technology, providing insights into how digital tools can enhance classroom support and adaptation. With a blend of practical workshops, discussions, and hands-on activities, you will gain concrete strategies that can be immediately applied in your own classroom to improve learning outcomes for all pupils.

Day 1: Foundations of Adaptive Teaching

- The context of adaptive teaching and the statutory guidance shaping inclusive practice.
- Understanding what adaptive teaching is – and what it is not.
- Core principles of high-quality teaching to support all learners.
- Practical strategies for adaptive teaching, tailored to the four broad areas of need.

Day 2: Assessment, Collaboration, and Technology

- The role of assessment in ensuring timely and meaningful adaptations.
- How teachers and TA's can collaborate to effectively adapt the curriculum.
- Effective communication strategies for working with colleagues, parents, and carers.
- Exploring AI and assistive technology: How digital tools can support adaptive teaching and meet diverse learning needs.
- Further practical strategies aligned with the four broad areas of need.

Whether you are new to the concept or looking to refine your practice, this two-day programme will equip you with the tools and confidence to create a truly adaptive classroom.

SESSION	DATE	TIME	VENUE
Session 1	Thursday 25th September 2025	9.15am – 3.30pm	LEARN
Session 2	Thursday 4th December 2025	9.15am – 3.30pm	LEARN



Audience All
Cost **CIT staff: Fully funded** / Non CIT staff: £225



Sensory Approaches: Understanding and Meeting Student Needs

NEW FOR 2025/26 ACADEMIC YEAR

This one day training course is designed to equip schools with practical strategies and a clear framework for implementing a supportive environment for pupils with sensory processing needs.

Through practical strategies participants will learn how to implement effective sensory approaches that promote self-regulation and enhance pupil engagement.

The session will focus on key tools and techniques such as sensory circuits, sensory trolleys, sensory rooms, and sensory breaks, all aimed at improving pupils' ability to manage sensory input and stay focused in the classroom.



You will gain insight into how to create positive sensory pathways that foster a more inclusive and productive learning environment.

- How to design and implement sensory circuits for self-regulation.
- The role of sensory trolleys and sensory breaks in pupil well-being.
- Key principles for creating and using sensory rooms effectively.
- Best practices for monitoring and ensuring fidelity in sensory approaches.

By attending, you will leave with the knowledge and practical skills to confidently integrate sensory approaches into your school setting, ensuring your pupils are supported and empowered to succeed.

DATE	TIME	VENUE
Thursday 20th November 2025	9am – 3.30pm	LEARN

CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.



Audience Teachers, SENCos and Teaching Assistants
Cost **CIT staff: Fully funded** / Non CIT staff: £125



SEMH – The Bigger Picture

Understanding & Supporting Pupil Well-Being



Support pupils with Social, Emotional, and Mental Health (SEMH) needs.

Join us for an insightful and practical training day designed to deepen your understanding of pupil behaviour and equip you with effective strategies to foster a positive, inclusive learning environment.

Through expert-led discussions and real-world applications, you will explore:

- **Understanding SEMH and behaviour that challenges** – What does it look like?
- **Exploring the causes of increasing SEMH** – Where does it come from?
- **Managing high-profile SEMH needs with a focus on de-escalation** - when to interact and how to do it.
- **Creating a culture for SEMH and inclusivity** - supporting educators to embody this message.
- **Motivating pupils with SEMH needs and inspiring positive behaviour across cohorts** - ideas of co-evolution and self-determination theory.

This training is for educators passionate about creating nurturing, responsive, and inclusive school environments. Leave with fresh perspectives, practical tools, and the confidence to make a lasting impact.

CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.

DATE	TIME	VENUE
Thursday 22nd January 2026	9am – 3.30pm	LEARN



Audience All
Cost CIT staff: Fully funded / Non CIT staff: £125



Readiness to Learn: Approaches to Behaviour

A 2-day Professional Learning Programme for Educators

Creating a learning environment where every pupil is ready to engage is a vital aspect of effective teaching. Understanding behaviour and fostering a sense of belonging are key to ensuring all pupils feel supported and included. This two-day training course is designed for primary educators seeking to explore evidence-based strategies that help pupils develop self-regulation skills, establish positive routines, and enhance their ability to learn.

This programme will provide a clear framework for understanding behaviour, offering practical strategies to support pupils' cognitive, emotional, and social development. Drawing on key research, including insights from the Education Endowment Foundation (EEF), this course will equip you with the tools to create a more inclusive and structured learning environment.

Through a combination of research-led guidance and hands-on activities, you will explore how to meet the unique strengths and challenges of pupils with conditions such as ADHD and autism. You will also gain insight into how executive functioning skills – including attention, impulse control, and planning – impact learning and behaviour.

Designed for educators in leadership roles with the capacity to make strategic changes, this course will bridge the gap between vision, policy, and classroom practice.



Day 1: Foundations of Readiness to Learn

- Understanding the link between behaviour, self-regulation, and learning.
- The importance of belonging: how inclusive environments support engagement.
- Evidence-based strategies for building routines and self-regulation skills.
- The role of high-quality teaching in supporting readiness to learn.

Day 2: Applying Behavioural Strategies in Practice

- Exploring the functions of behaviour and executive functioning skills.
- Practical strategies to support children with ADHD, autism, and additional needs.
- Aligning behaviour support with whole-school policies and frameworks.
- Ensuring that approaches are practical, sustainable, and embedded in daily teaching.

This two-day programme will empower educators with the knowledge, confidence, and practical tools to foster a learning environment where every pupil is truly ready to learn.

SESSION	DATE	TIME	VENUE
Session 1	Thursday 2nd October 2025	9.15am – 3.30pm	LEARN
Session 2	Thursday 27th November 2025	9.15am – 3.30pm	LEARN



Audience All
Cost **CIT staff: Fully funded** / Non CIT staff: £225



Teachers

SEND-specific modular pathway

NEW ONLINE MODULES FOR 2025/26 ACADEMIC YEAR

Supporting inclusive practice in the classroom is essential, and high-quality professional development makes all the difference. Our SEND-specific modular pathway provides 1.5-hour recorded training sessions, allowing teachers to engage with learning at their own pace, based on their individual CPD needs.



Developed and delivered by our expert in-house SEND consultants, this 12-module series complements ECT and NPQ training, providing practical, research-based strategies that directly impact classroom teaching. Each module offers insights into common SEND themes affecting learners and schools, equipping educators with effective tools to support all pupils.

Module 1: High-Quality Teaching: The Inclusive Teacher

High-quality teaching benefits all pupils, reducing the need for additional interventions. This session explores evidence-based strategies, researched by the Education Endowment Foundation (EEF), that every teacher can embed to create an inclusive classroom.

Module 2: Are support staff being used effectively?

This module encourages reflection on TA deployment, offers guidance on maximising their impact in the classroom, and it will consider the updated EEF guidance report.

Module 3: Scaffolding

Scaffolding is a key teaching strategy that supports pupils with SEND in accessing learning. This module explores practical scaffolding techniques to bridge learning gaps and promote independence.

Module 4: Teachers' Toolkit: Cognition & Learning Needs

Recognising and supporting pupils with cognition and learning needs is vital for their success. This session covers identifying common learning difficulties, practical classroom strategies for accessibility and intervention approaches and external support options.

Module 5: Teachers' Toolkit: Communication and Interaction Needs

Pupils with communication and interaction difficulties may struggle with social communication, speech, and language processing. This module provides strategies to support verbal and non-verbal communication and approaches to engage and include pupils effectively.

Module 6: Teachers' Toolkit: Social, Emotional, & Mental Health (SEMH) Needs

Understanding SEMH needs is crucial for creating a supportive learning environment. This session explores common SEMH challenges and their impact on learning, practical classroom strategies to promote emotional wellbeing and guidance on intervention and accessing specialist support.

Module 7: Teachers' Toolkit: Physical and Sensory Needs

Pupils with physical and sensory needs require thoughtful adaptations to thrive in school. This session covers identifying physical and sensory needs, adapting classroom environments for accessibility and tailored strategies to support engagement and participation.

Module 8: Behaviour and Engagement

Behaviour is a form of communication. This module helps educators identify triggers for certain behaviours, implement proactive strategies for behaviour management and foster a positive and engaging learning environment.



Module 9: IEP: Plan through to implementation

Individual Education Plans (IEPs) should be meaningful, actionable, and drive progress. This session guides educators through writing SMART targets, making IEPs a working document and ensuring impact through ongoing review.

Module 10: Learning Environments

The classroom environment plays a crucial role in accessibility and engagement. This module explores physical, emotional, and social factors affecting learning and creating a communication-friendly classroom.

Module 11: Working in Partnership

SEND support relies on effective teamwork. This session focuses on engaging with parents, TAs, and external professionals and building strong collaborative networks to enhance pupil outcomes.

Module 12: Successful SEND Support: The Graduated Approach

The Graduated Approach is a cycle of assess, plan, do, and review, ensuring responsive, personalised SEND support. This session provides a practical breakdown of the process and strategies for effective classroom implementation.

We offer flexible “Build your own Pathway” packages to suit your training needs. Choose from our Gold, Silver, and Bronze options, allowing you to select the most relevant modules for your professional development.

INDIVIDUAL
1 module / £35

BRONZE PACKAGE
6 modules / £120

SILVER PACKAGE
9 modules / £165

Study Level: GOLD
12 modules / £210

If you are considering purchasing multiple packages for your school, we offer bulk-buy discounts and can create custom bundles to suit your school’s needs.

Orders over 5 members of staff - 5% / 10-14 staff - 10% / 15-19 staff - 15% / 20+ staff - 20%

Contact us to discuss a package that works best for your team: enquiries@learnsendhub.co.uk

Teaching Assistant

SEND-specific modular pathway

This modular toolkit is designed for teaching assistants working with pupils with SEND in mainstream primary and secondary schools. It consists of twelve pre-recorded webinars, each written by our experienced in-house SEND professionals.

These one-hour modules aim to enhance skills, effectiveness, and confidence, providing practical strategies for TAs supporting pupils with SEND in the classroom.

Higher Level Teaching Assistants (HLTAs) and experienced SEND TAs may also wish to consider purchasing pre-recorded sessions from the Teachers' Modular Toolkit, which offers further professional development opportunities.



Module 1: The role of Teaching Assistants working with pupils with SEND

This module will investigate the role of teaching assistants in school and how this has evolved over time. It will look at the key role of the teaching assistant in mainstream schools, particularly with pupils with SEND. It will also consider the importance of forming solid professional working relationships with pupils, parents, carers and staff.

Module 2: High Quality Teaching

In this module we will look at the components of High Quality Teaching using research materials developed by the Education Endowment Foundation.

Module 3: Promoting effective group working

Teaching assistants spend a proportion of their time working with small groups of pupils. This module will consider how best to support the pupils in group settings.

Module 4: Promoting independence

This module considers how best to help our pupils with SEND develop their own personal independence and independent learning.

Module 5: Scaffolding and questioning

This module looks at the area of scaffolding, a key process by which pupils are helped to achieve their learning goals. The art of skilled questioning techniques are also explored.

Module 6: Delivering effective intervention programmes

This module will look at the types of interventions that are available and the appropriate strategies for delivery. It will consider the components required for a successful intervention, making links from the learning in the intervention sessions to the learning in the classroom.

Module 7: Providing valuable feedback for teachers and pupil

Teaching assistants often have the privileged position of being with pupils when learning occurs. This module will consider ways of providing essential quality feedback of that learning to the teacher and pupils.

Module 8: Understanding Communication and Interaction Needs

This module will focus on recognition of pupils that have communication and interaction needs. It will look at the common conditions that are included in this area and consider the difficulties faced when learning. It will provide a strategy toolbox for the teaching assistant to help support all pupils with their needs.



Module 9: Understanding Cognition and Learning Needs

This module will focus on recognition of pupils that have cognition and interaction needs. It will look at the common conditions that are included in this area and consider the difficulties faced when learning. It will provide a strategy toolbox for the teaching assistant to help support all pupils with their needs.

Module 10: Understanding Social, Emotional and Mental Health Needs

This module will focus on recognition of pupils that have social, emotional and mental health needs. It will look at the common conditions that are included in this area and consider the difficulties faced when learning. It will provide day-to-day strategies to help these pupils access the curriculum. It will provide a strategy toolbox for the teaching assistant to help support all pupils with their needs.

Module 11: Understanding Physical and Sensory Needs

This module will focus on recognition of pupils that have physical and sensory needs. It will look at the common conditions that are included in this area and consider the difficulties faced when learning. It will provide day-to-day strategies to help pupils access the curriculum.

Module 12: Calm and ready to learn

This module develops an understanding that both positive and negative behaviours reflect how a pupil is feeling. It will provide strategies for de-escalation when managing more challenging behaviours and therefore enable learning and progress.

We offer flexible “Build your own Pathway” packages to suit your training needs. Choose from our Gold, Silver, and Bronze options, allowing you to select the most relevant modules for your professional development.

INDIVIDUAL
1 module / £30

BRONZE PACKAGE
6 modules / £90

SILVER PACKAGE
9 modules / £115

Study Level: GOLD
12 modules / £132

If you are considering purchasing multiple packages for your school, we offer bulk-buy discounts and can create custom bundles to suit your school’s needs.

Orders over 5 members of staff - 5% / 10-14 staff - 10% / 15-19 staff - 15% / 20+ staff - 20%

Contact us to discuss a package that works best for your team: enquiries@learnsendhub.co.uk

Managing Behaviour

This flexible, modular toolkit is designed for all staff seeking to develop their understanding of behaviour in the classroom. Delivered through pre-recorded webinars by our experienced in-house SEND professionals, each module offers structured learning in 30-minute segments, with a total runtime of two hours per webinar.



Module 1: Behaviour as a form of communication

Behaviour is communication. Many pupils who have difficulties, including many of those with social, emotional and mental health needs (SEMH), also have speech, language and communication needs (SLCN). This module develops an understanding that both positive and negative behaviours reflect how a pupil is feeling, particularly if they are not able to verbally express these feelings.

Module 2: Managing extreme emotions

Some pupils, particularly those who experience four or more adverse childhood experiences, may struggle to manage their emotions. This module will focus on how they can be supported within the classroom and be given strategies to develop their own emotional management.

Module 3: Relationship-based approaches to inclusion development

Building and maintaining relationships between everyone in the school community is fundamental to supporting positive social behaviour. Behaviours that challenge are predominantly due to unmet needs indicating that a pupil needs support in developing alternative management strategies. Developing an understanding of relationship-based and restorative approaches to manage classroom behaviours will positively impact on easing conflicting situations in the classroom.

Module 4: Emotion Coaching

Emotion Coaching uses moments of heightened emotion and resulting behaviour to guide and teach the pupils about more effective responses. Through empathetic engagement, the pupil's emotional state is verbally acknowledged and validated, promoting a sense of security and feeling they are in a well held space. This activates changes in the pupil's neurological system and allows the pupil to calm down, physiologically and psychologically.

Module 5: Trauma-informed practice

This module develops the participant's understanding about how traumatic events shape pupil's neurological development and offers strategies to support them.

Module 6: The impact of ADHD on behaviour

Pupils with ADHD can experience behaviour related to emotional regulation. This can present in a number of ways, one of which being a refusal to complete tasks they don't want to do. This module looks at reasons for this and proposes strategies to manage these behaviours.

Module 7: 'Every Child Deserves a Champion'- how do we change the narrative?

This behaviour module is designed to empower participants to become advocates for all pupils. It focuses on shifting the narrative from viewing certain behaviours as problematic to understanding them as opportunities for support and growth. In this module, participants learn strategies to foster positive relationships with others in a classroom environment where every pupil feels safe, valued and supported, regardless of their challenges or differences.

Module 8: Know and understand your pupils

This module is aimed at helping participants develop a deeper insight into the individual needs, strengths, and preferences of their pupils. By fostering a strong understanding of each pupil, participants can tailor their instruction to better meet the diverse learning styles and abilities present in the classroom.



Module 9: De-escalation

De-escalation refers to the process of diffusing conflicts as they begin to prevent pupils from getting worse or potentially violent. In regards to classroom management, you will learn strategies that can help to de-escalate conflicts in their earliest stages and stop small behavioural issues before escalate.

Module 10: Relationship with curriculum, relationships with others and relationship with self

Using the EEF Improving Behaviour in Schools guidance report as a supportive mechanism this module will focus on developing strategies to improve pupil resilience and self-evaluation in how we as adults approach working with and supporting pupils.

Module 11: Building a positive behaviour environment – physically safe, socially safe and emotionally safe

This module draws upon research-based materials that will help school staff to create a positive and supportive environment for all pupils so that they are ready to learn.

We offer flexible “Build your own Pathway” packages to suit your training needs. Choose from our Gold, Silver, and Bronze options, allowing you to select the most relevant modules for your professional development.

INDIVIDUAL
1 module / £40

BRONZE PACKAGE
3 modules / £100

SILVER PACKAGE
7 modules / £160

Study Level: GOLD
11 modules / £210

If you are considering purchasing multiple packages for your school, we offer bulk-buy discounts and can create custom bundles to suit your school’s needs.

Orders over 5 members of staff - 5% / 10-14 staff - 10% / 15-19 staff - 15% / 20+ staff - 20%

Contact us to discuss a package that works best for your team: enquiries@learnsendhub.co.uk

SPEECH & LANGUAGE SUPPORT FOR 5-11s

ELKLAN 5-11

Local Authority data from 2022-2023 reported that speech, language and communication needs account for 29.1% of the young people that are on the SEND Register. This heightens the necessity for schools to develop strategies to support those pupils. ELKLAN is an externally accredited Level 3 course which will improve your ability to communicate with your pupils and their ability to communicate with you.

This course is written for staff supporting children with speech, language and communication needs (SLCN) in primary schools and special units. It equips them with innovative tools and methods to enhance children's learning in the classroom and promotes quality first teaching.

This course offers access to e-learning modules and frequent meetings with an Elklan tutor. Completion of a learning log is necessary to attain accreditation.



SESSION	DATE	TIME	VENUE
Meet & Greet	Wednesday 5th November 2025	10am – 10.30am	ONLINE
Session 1	Wednesday 12th November 2025	10am – 11am	ONLINE
Session 2	Wednesday 19th November 2025	10am – 11am	ONLINE
Session 3	Wednesday 26th November 2025	10am – 11am	ONLINE
Session 4	Wednesday 3rd December 2025	10am – 11am	ONLINE
Session 5	Wednesday 10th December 2025	10am – 11am	ONLINE
Session 6	Wednesday 14th January 2026	10am – 11am	ONLINE
Session 7	Wednesday 21st January 2026	10am – 11am	ONLINE
Session 8	Wednesday 28th January 2026	10am – 11am	ONLINE
Session 9	Wednesday 4th February 2026	10am – 11am	ONLINE
Session 10	Wednesday 11th February 2026	10am – 11am	ONLINE



CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.



Booking and invoicing needs to be completed 2 weeks prior to the first Meet & Greet session.

Audience Teachers and Teaching Assistants
Cost **CIT staff: Fully funded** / Non CIT staff: £320



MENTAL and EMOTIONAL WELL-BEING

ELSA



Futures in Mind are delivering the Emotional Literacy Support Assistant (ELSA) programme at LEARN. This is an evidence informed, nationally recognised approach to supporting pupils (from primary through to secondary) with a range of social and emotional needs.

This highly regarded programme for teaching assistants, pastoral staff and learning mentors will:

- develop their knowledge and understanding of social and emotional needs;
- enhance their skills in being able to plan and implement a range of bespoke interventions and;
- grow their confidence in being able to support vulnerable pupils.

COURSE STRUCTURE AND CONTENT

A six-day training programme, plus four 2-hour supervision sessions, delivered by two highly experienced Educational Psychologists. The training will cover the following areas:

- Emotional Literacy – learn about the importance of emotional literacy at a whole school level.
- Emotional Regulation – develop your knowledge of emotional regulation.
- Social Skills and use of story work – learn how to develop pupil’s social skills and use ‘stories’ to meet social and emotional needs.
- Active Listening – master the skills for listening to pupils.
- Self-esteem and Resilience – discover the five building blocks of self-esteem.
- Grief and Loss – develop your knowledge around grief and loss and how to support pupils.
- Bespoke interventions – learn how to plan and implement bespoke interventions for meeting social and emotional needs.

SESSION	DATE
Day 1	Wednesday 1st October 2025
Day 2	Wednesday 8th October 2025
Day 3	Wednesday 5th November 2025
Day 4	Wednesday 19th November 2025
Day 5	Wednesday 3rd December 2025
Day 6	Tuesday 9th December 2025

TIME: 9.30am – 12.30pm

VENUE: LEARN

NOTE: Once the initial training is completed, accessing on-going supervision is integral and essential to your continuing professional development and role as an ELSA. Guidance from the ELSA Network states that ELSAs should access on-going supervision from qualified Educational Psychologists to continue to be able to offer ELSA support in their settings. ELSAs who do not access supervision will be at risk of being de-registered.



Audience Teaching Assistants, pastoral staff and Learning Mentors

Cost **Prices on application direct to FiM ELSA Courses - Futures in Mind**

ELSA Supervision

If you are a practising ELSA, accessing supervision is integral and essential to your continuing professional development and role as an ELSA. Guidance from the ELSA Network states that ELSAs should access on-going supervision from qualified Educational Psychologists in order to continue to be able to offer ELSA support in their settings. ELSAs who do not access supervision will be at risk of being de-registered.

ELSAs will be contacted with dates for these meetings. If you wish to discuss booking this, please register your interest in the first instance by emailing enquiries@learnsendhub.co.uk

Supporting Speech Sound Development

Learn how to support pupils' speech sound development with this interactive and practical course. This course will cover the stages of typical speech sound development and how to identify speech sound difficulties, along with demonstrations, practical tips and engaging activities to improve pupils' speech clarity. By the end of the session, attendees will feel confident in how to support a pupil's speech sound development within the classroom.

By the end of the session all attendees will:

- Have gained an understanding of the pattern of typical speech sound development
- Feel confident in identifying pupils with speech sound errors
- Have a greater understanding of strategies and practical activities to support pupils with unclear speech.



Thursday 9th October 2025

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**
Non CIT staff: £100

Using Lego Play to Support Social Skills

This interactive and informative training will equip participants with the necessary knowledge, skills and confidence to be able to set up and deliver a Lego club, giving particular attention to the use of structured and free-style Lego play.

Lego-based therapy is a skill-building approach using Lego play. Using the structured and predictable nature of Lego, it attempts to improve social interaction and communication skills. Because Lego is fun, it also helps to increase a pupil's underlying motivation and interest for engaging in social interaction and establishing peer relationships.

Originally developed for children with Autism, it can also be useful for pupils where social skills have not developed naturally or where there are gaps.

Audience Primary and Secondary Teachers and Teaching Assistants



Autumn:

Thursday 16th October 2025

9.30am – 12.30pm

Spring:

Thursday 5th March 2026

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**
Non CIT staff: £100

Cracking the Code: Developing Confident Communicators

This a half-day training course open to primary and secondary educators designed to bridge the gap between SEMH (Social, Emotional, and Mental Health) needs and SLCN (Speech, Language, and Communication Needs). Effective social communication is key to building relationships, managing emotions, and navigating the world with confidence.

This course explores how difficulties in understanding language, emotional literacy, inference and verbal reasoning, narrative skills, and social problem-solving can impact a pupil's well-being and interactions.

Participants will gain practical, targeted strategies and resources to support communication development, helping pupils unlock their potential and thrive in social and academic settings.



Friday 7th November 2025

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**
Non CIT staff: £100

CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.

Emotion Coaching

Access this training to discover how to use Emotion Coaching to support positive relationships and behaviour in your classroom and school.

Emotion Coaching is an evidence-informed strategy (based upon the work of the psychologist John Gottman) aimed at helping pupils to understand the different emotions they experience, why they occur and how to handle them (Gottman 1997).

Emotion Coaching can support a range of benefits, including helping pupils to regulate, improve and take ownership of their behaviour; help them to develop strategies and gain a better understanding of their emotions; creates more consistent responses to behaviour; helps practitioners to feel more in control during incidents; and promotes positive relationships between children and adults.

This training is suitable for both primary and secondary educators and will help to develop their knowledge of emotional literacy and emotional development, and provide a framework for responding in a more relational and empathic way.



Autumn:

Friday 12th December 2025

9.30am – 12.30pm

Spring:

Thursday 19th March 2026

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**

Non CIT staff: £100

Audience Teachers, Support staff, Trained ELSAs and Pastoral staff

Using Lego Play to Nurture Wellbeing

This is an intervention that offers educators a targeted way of supporting pupils who are vulnerable and who may also present with complex Social, Emotional and Mental Health (SEMH) needs. Using Lego, this approach helps key adults to be playful and interactive in order to improve a range of social-emotional skills with the aim of promoting positive mental health and wellbeing. The training will help attendees to set up and deliver the intervention, giving particular attention to the use of active listening, noticing, and responding, to build safe and secure relationships.

By the end of this training session all attendees will be ready to set up and deliver their first intervention through:

- Understanding how to use Lego to nurture wellbeing
- Considering the possible impact of this approach for pupils
- Having a go at the principles covered
- Exploring ways of evaluating the impact of this approach

This training is suitable for Primary and Secondary contexts and will be ideal for any educators who are involved in supporting individual or groups of pupils who need some additional nurturing and support with building relationships.



Tuesday 20th January 2026

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**

Non CIT staff: £100

Audience Primary and Secondary Teachers and Teaching Assistants

CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.

Meeting Complex Needs in the Early Years

The Education Endowment Fund led research about the dire effects of the pandemic's lockdowns on young children's early learning of language and their communication development. There is good evidence that early intervention can help with delayed language and communication skills. But even with effective language interventions, teachers and support staff say they need still more support and training to develop the expertise needed to meet the increasingly complex social communication, language and learning needs of higher numbers of children entering the Early Years & Foundation Stage (EYFS) of their mainstream settings.

This half day training aims to:

- raise awareness of the particular difficulties experienced by children with a range of complex needs who may be struggling to access the EYFS curriculum;
- develop confidence and expertise in meeting the complex needs of these children within their EYFS mainstream settings.

IDEAL FOR SCHOOL STAFF WORKING IN EARLY YEARS / KEY STAGE 1.

Audience Early Years and Foundation Stage practitioners



Wednesday 21st January 2026

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**
Non CIT staff: £100

Supporting Gestalt Language Processors in the Classroom

Some pupils, particularly those with autism, develop language through Gestalt Language Processing – a unique pathway where language is learned in chunks like phrases, songs, or repeated dialogue (echolalia), rather than word-by-word.

This training is designed to introduce you to Gestalt language processing, how it differs from typical language development, and practical strategies for supporting these pupils' communication in the classroom.

The session also covers how to implement a Total Communication approach in your setting – using speech, gestures, symbols, augmentative and alternative communication (AAC), and more – to give every pupil a voice.

By attending this session, you will:

- Gain a deeper understanding of how Gestalt language processors develop and use language.
- Learn effective strategies to support these pupils to learn and develop their language and communication skills.
- Understand how to implement a Total Communication approach to support diverse learners and create a more inclusive classroom environment.

Audience School staff, Teaching Assistants, Teachers and SENCos



Wednesday 4th February 2026

9.30am – 12.30pm

Venue: LEARN

Cost: **CIT staff: Fully funded**
Non CIT staff: £100

CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.

LEARN
PROFESSIONAL
DEVELOPMENT



LEARN
PROFESSIONAL
DEVELOPMENT

School Reviews

Our School Review Process is designed to provide headteachers and senior leaders with a clear, external perspective on school strengths and priorities for development. Grounded in current educational best practice and aligned with the Ofsted Education Inspection Framework, the review offers structured feedback to inform your strategic planning and ongoing improvement work.

What the Review Covers:

We offer a comprehensive yet tailored review that focuses on:

- **Leadership & Management**
Evaluating how leadership at all levels drives improvement, supports staff, and sustains a clear and inclusive vision.
- **Quality of Education**
A deep dive into curriculum intent, implementation, and impact – including teaching, learning, assessment, and outcomes.
- **Personal Development**
Exploring how the school nurtures pupils' character, well-being, aspirations, and preparation for life beyond school.
- **Behaviour & Attendance**
Reviewing school culture, expectations, pupil behaviour, pastoral support, and systems to improve attendance.
- **Website & Statutory Compliance**
Checking your online presence meets current statutory requirements and communicates your school's ethos effectively.
- **Ofsted Readiness (Optional)**
For schools seeking additional confidence or validation, we offer a review mapped directly against Ofsted criteria and practice.

Why Choose Our Review Process?

- Provides independent, developmental feedback to guide school improvement.
- Supports self-evaluation and strategic planning.
- Offers professional dialogue with experienced reviewers.
- Promotes a culture of reflection, ambition, and continuous improvement.
- Can be adapted to your school's context, priorities, and phase of development.



Following the review, you will receive a clear, practical report outlining strengths, areas for development, and next steps – a valuable resource for your SLT, governors, and wider school community.





Behaviour Support

Our Behaviour Support packages are delivered by experienced leaders from specialist provisions who work in partnership with your staff to better understand and support pupils whose behaviours may challenge or are rooted in anxiety.

Support can be offered in flexible formats:

- Whole-school training to build shared understanding, reflective practice, and inclusive strategies across the staff team.
- Trust wide training on behaviour expectations and strategies to improve behaviour across a Trust.
- Bespoke, pupil-focused support that begins with in-depth observations across settings to identify triggers, patterns, and strengths, followed by practical, evidence-informed recommendations.

The packages help develop staff confidence, builds internal capacity, and ensures that all support is personalised, inclusive, and rooted in a deeper understanding of each learner's needs. Whether you are looking to develop a whole-Trust/school culture or support individual pupils, our approach adapts to meet your school's unique context.



SEND and Maths: School-to-School Support

We are pleased to work in partnership with the East Midlands East Maths Hubs. This collaboration enables us to strengthen the link between SEND and effective mathematics teaching. If your school would benefit from school-to-school support focused on SEND and Maths, please do not hesitate to get in touch to discuss how we can help.



Mental Health First Aid

Mental Health First Aid (MHFA) is an evidence based, internationally recognised training course that certifies you as a Mental Health First Aider. This 2-day course is ideal for anyone who wants to gain the knowledge, awareness, and skills to spot the signs of a person experiencing poor mental health, the confidence to start a conversation, and the tools to support and signpost to appropriate support. Train as a MHFAider® and you will receive three years of certification, plus access to ongoing benefits by joining the Association of Mental Health First Aiders®. We limit numbers on the course to 14 so that instructors can keep people safe and supported while they learn.

In this course you will gain an in-depth understanding of mental health and the factors that can affect wellbeing. You will gain practical skills to spot the triggers and signs of mental health issues and learn about the MHFA action plan and how to apply it. You will also learn about the importance of early intervention and how to signpost to support for recovery or successful management of symptoms. The course also covers self-care and the importance of boundaries within the role.

Learning outcomes:

- Mental Health First Aid (MHFA) is a training course that will teach you how to identify, understand and help someone who may be experiencing a mental health issue.
- You will learn to recognise warning signs of mental ill health, and develop the skills and confidence to approach and support someone while keeping yourself safe.
- You will gain enhanced interpersonal skills such as non-judgemental listening and will build your confidence in having effective conversations about mental health.
- You will learn how to empower someone to access the support they might need for recovery or successful management of symptoms.
- You will also will gain an understanding of how to support positive wellbeing and tackle stigma.

Ongoing support - Everyone who completes this course gets:

- A hard copy workbook to support their learning throughout the course
- A digital manual to refer to whenever they need it after completing the course
- A wallet-sized reference card with the Mental Health First Aid action plan
- A digital MHFAider® certificate
- Access to the MHFAider Support App® for three years
- Access to ongoing learning opportunities, resources and exclusive events
- The opportunity to be part of the largest MHFAider® community in England



Booking needs to be completed 2 weeks prior to the delivery date.
Refreshments will be provided but please bring your own lunch!

DATE	TIME	VENUE
Wednesday 10th & Thursday 11th December 2025	9am – 5pm	LEARN



Cost: MHFA England value this course at £325 per person.
In support of Schools across Lincolnshire and in collaboration, INSPIRE and LEAD are offering this course at a subsidised price of £225 per person.



Adult Mental Health Aware



Intended impact of the programme

Become Adult Mental Health Aware and learn new skills to support people.

This is a 4-hour introductory course designed to increase mental health awareness and give an understanding of how to look after wellbeing and challenge stigma.

Booking needs to be completed 2 weeks prior to the delivery date.

Overview of the programme content

- What mental health is and how to challenge stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue

Learning takes place through a mix of presentations, group discussions and workshop activities. Everyone who completes the session gets:

- A certificate to say you are Adult Mental Health Aware
- A manual to keep and refer to whenever you need it
- A workbook including a helpful toolkit to support your own mental health

DATE	TIME	VENUE
Thursday 21st May 2026	9am – 1pm	LEARN



Cost: MHFA England value this course at £125 per person. **In support of Schools across Lincolnshire and in collaboration, INSPIRE and LEAD are offering this course at a subsidised price of £90 per person.**



Youth Mental Health First Aid

This 2-day course is ideal for anyone who lives with, works with, or supports young people aged 8 to 18 and wants to gain the knowledge, awareness, and skills to spot the signs of a young person experiencing poor mental health, the confidence to start a conversation, and the tools to safeguard and signpost to appropriate support. Train as a Youth MHFAider® and you will receive three years of certification, plus access to ongoing benefits by joining the Association of Mental Health First Aiders®. We limit numbers on the course to 14 so that instructors can keep people safe and supported while they learn.

Youth Mental Health First Aiders will be able to:

- Explain what mental health is
- Describe how to look after their own mental health and wellbeing
- Describe the signs of poor mental health in young people
- Explain some of the risk factors associated with poor mental health in young people
- Demonstrate how to apply the Youth MHFA action plan (ALGEE®) in a Youth Mental Health First Aid conversation
- Describe the role of a Youth MHFAider®
- Know how to use the MHFAider Support App®
- Know how to access a dedicated text service provided by Shout and ongoing learning opportunities with MHFA England

Ongoing support - Everyone who completes this course gets:

- A copy of the workbook to support their learning throughout the course
- A digital manual to refer to whenever they need it
- A wallet-sized reference card with the Youth MHFA action plan (ALGEE)
- A digital Youth MHFAider certificate valid for three years
- Following the course, you will be invited to join the Association of Mental Health First Aiders – England’s first and only membership body for MHFAiders, and the largest community of its kind.



Booking needs to be completed 2 weeks prior to the delivery date.
Refreshments will be provided but please bring your own lunch!

DATE	TIME	VENUE
Tuesday 16th & Wednesday 17th June 2026	9am – 5pm	LEARN



Cost: MHFA England value this course at £325 per person.
In support of Schools across Lincolnshire and in collaboration, INSPIRE and LEAD are offering this course at a subsidised price of £225 per person.



Mental Health Skills for Managers

Do you want to learn to put wellbeing at the heart of your leadership approach, boost employee engagement, and create an open culture around mental health and wellbeing? Then this is the course for you! On this course, you will learn how to spot the signs of poor mental health in your team, signpost to appropriate tools and resources, and become a self-care role model.

To create mentally healthy workplaces, it is vital to build supportive relationships between managers and team members. This training promotes a healthy performance culture, giving you the skills and confidence to have conversations about mental health and encourage people to seek support. Providing this training to **everyone with people management responsibilities**, will ensure a consistent approach to mental health and wellbeing across teams and departments, promoting healthy performance throughout the whole organisation.

Managers will learn to:

- Identify if an employee may be experiencing mental health issues
- Feel confident having open conversations about mental health with their team members.
- Appropriately signpost to available support and know where to go for support and guidance for themselves.
- Role model good self-care practice, inspiring their teams to look after their own mental health and wellbeing.

Everyone who completes the course receives:

- A certificate of attendance.
- Tools to take care of their own mental health as a manager and empower their teams.
- A workbook to use during the course.
- Digital support resource to help embed ongoing learning and development.



DATE	TIME	VENUE
Tuesday 10th February 2026	9am – 1pm	LEARN



Cost: MHFA England value this course at £150 per person. **In support of Schools across Lincolnshire and in collaboration, INSPIRE and LEAD are offering this course at a subsidised price of £120 per person.**



FIRST AID

Paediatric First Aid

This two-day paediatric First Aid course focuses on emergency scenarios that face those looking after young children and infants, including day nurseries, private nursery schools, pre-schools, before and after school clubs for children in the Early Years age group, childminders and carers of children at home.

The course meets the OfSTED Early Years and Childcare Register requirements.



SESSION	DATE	TIME	VENUE
Option 1	Tuesday 13th & Wednesday 14th January 2026	9am – 3.30pm	LEARN
Option 2	Tuesday 30th June & Wednesday 1st July 2026	9am – 3.30pm	LEARN



Audience All
Cost **CIT staff: Fully funded** / Non CIT staff: £225



Emergency First Aid at Work

This First Aid at Work qualification is suitable for all settings where the risk assessment has identified that there is no requirement for a fully-trained First Aider for the workplace. All courses are delivered, evaluated and quality-assured to meet the new guidelines set out by the HSE and meet the requirements of the First Aid at Work (First Aid regulations).

Accredited by ProTrainings, our practical, hands-on First Aid courses equip staff with essential skills and confidence to respond in emergencies. Ideal for settings where a full First Aider isn't required, training meets all current HSE and First Aid at Work Regulations.



DATE	TIME	VENUE
Tuesday 23rd September 2025	9am – 3.30pm	LEARN



Audience All
Cost **CIT staff: Fully funded** / Non CIT staff: £125



POSITIVE BEHAVIOUR MANAGEMENT TRAINING

Our Positive Behaviour Management courses offer accredited, award-winning training designed to enhance workplace practices and support the understanding and implementation of holistic behaviour management strategies. Led by experienced trainers, participants will learn to utilise a comprehensive toolkit of holistic strategies for de-escalation and crisis intervention - both verbal and non-verbal - when supporting individuals displaying disruptive or distressed behaviours. The curriculum also covers legal guidance, documentation, and best practice in incident reporting. While we emphasise non-physical intervention techniques, we also provide positive handling training for schools and other educational settings. Participants will be taught safe handling techniques within a respectful, supportive framework.

Team Teach – Level 1

(Available only to staff working in Lincolnshire)

Our Positive Behaviour Management Level One course is designed for individuals operating in low-risk service settings.

This one-day course equips participants with simple de-escalation strategies and basic positive handling techniques to effectively manage challenging behaviour and foster positive relationships within their working environment.

SESSION	DATE	TIME	VENUE
Option 1	Thursday 23rd October 2025	9am – 3.30pm	LEARN
Option 2	Tuesday 27th January 2026	9am – 3.30pm	LEARN
Option 3	Tuesday 9th June 2026	9am – 3.30pm	LEARN

Audience

Mainstream settings with low incidence rates



Cost: CIT staff: Fully funded / Non CIT staff: £115

Team Teach – Level 2

(Two-Day Course) (Available only to staff working in Lincolnshire)

This more in-depth course supports staff working in settings where there is a higher risk of challenging behaviour. Participants will learn to:

- Understand the drivers and motivations behind distressed, aggressive, or disruptive behaviour.
- Build team confidence in managing and supporting behaviour
- Apply holistic de-escalation and crisis intervention strategies, including targeted verbal and non-verbal communication
- Understand relevant legal standards and exceptions regarding the use of force, and meet requirements for recording, reporting, monitoring, and evaluating incidents involving physical intervention

SESSION	DATE	TIME	VENUE
Option 1	Tuesday 14th & Wednesday 15th October 2025	9am-3.30pm	LEARN
Option 2	Wednesday 28th & Thursday 29th January 2026	9am-3.30pm	LEARN
Option 2	Wednesday 3rd & Thursday 4th March 2026	9am-3.30pm	LEARN

Audience

Medium risk
Education and Health
Care settings

Cost

CIT staff:
Fully funded

Non CIT staff: £210



All participants receive a Course Workbook and, upon successful completion, a certificate will be issued via email.

Important Notice: Team Teach Connect Platform Fee

Please note that Team Teach has introduced an additional fee to provide access to the Team Teach Connect platform. The cost is £150 per setting, per year, regardless of the number of individuals trained. This is an external fee managed solely by Team Teach. Neither we nor our affiliates are involved in the administration or collection of this payment. After completing your Team Teach training, you will be contacted directly by Team Teach to arrange payment and set up your access to the platform.

BeReady

BeReady is working with over 1,000 schools and counting, offering a range of programmes designed to help schools attract and retain top talent. We also run a leadership faculty, Becoming the CEO, which supports senior leaders in navigating the challenges of running numerous schools in today's highly competitive education employment landscape.

We've won global awards for the way in which we deliver our learning and development solution, we delight ourselves on our agility in terms of responding to learner feedback and we would encourage you to review our Trust Pilot reviews.

As industry leaders in inclusion, we launched the first Wellbeing Champion programme for schools in September 2022. Since then, we've helped develop hundreds of Wellbeing Champions who continue to support staff and student wellbeing and improve culture in schools across England. In addition to this, we launched our SEND Teaching Assistant programme, which has been revolutionary in improving the SEND skillset of support staff across UK schools.

Building upon the success of these programmes, we expanded our portfolio to include a ground-breaking Early Years Educator with SEND programme.

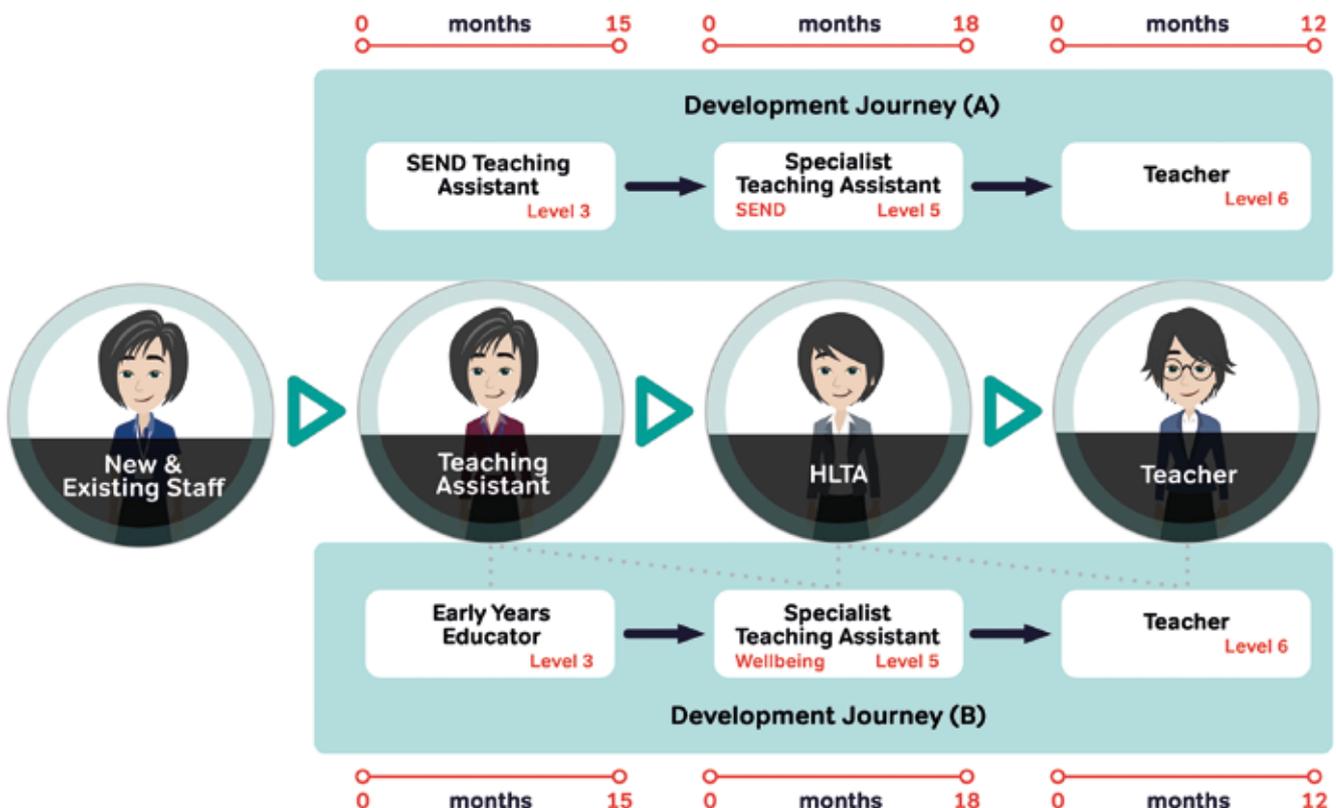
And here's the really amazing news: with the launch of our Specialist Teaching Assistant (Level 5) programme, BeReady can now offer a full career pathway that takes a colleague from Level 3 Teaching Assistant all the way to gaining a university degree and achieving Qualified Teacher Status (QTS). At a time when school budgets are being squeezed and squeezed, this is fully funded – opening the door to so many brilliant Teaching Assistants who don't already have a university degree. And the cherry on top? There's no debt, no need to be released one day a week, and they can learn while they earn.

All our initiatives have been designed to solve our Partners' key challenges, including the increasing need for SEND provision, and improving retention and recruitment across the sector.

Our programmes:

- Wellbeing Champion
- Teaching Assistant with SEND
- Early Years Educator with SEND
- Specialist Teaching Assistant Level 5

Teaching Assistant - Fully Funded Career Pathway





“Community Inclusive Trust have engaged BeReady based on their exemplary reputation for delivering SEND focused staff development. We are proud to call them our strategic partner. Our Trust recognises the opportunity to develop teaching assistants from a level 3 right through to QTS, without the need for a traditional degree – and the fact it is fully funded is a bonus!”

James Ellis
Director of SEND Education



Register your
interest:





Midday Supervisors De-escalation and Behaviour Management

From this course, you will develop enhanced communication skills and gain a deeper understanding of pupil's behaviour, helping you support them in managing their emotions during lunchtimes. This will enable pupils to find positive solutions to challenging behaviours and contribute to a calmer, happier lunchtime environment.

SESSION	DATE	TIME	VENUE
Option 1	Tuesday 11th November 2025	9am – 11am	LEARN
Option 2	Tuesday 17th March 2026	9am – 11am	LEARN

CIT Academies staff are able to access these CPD sessions fully funded, as part of our commitment to continuous learning and development across the Trust.



Audience All
Cost **CIT staff: Fully funded** / Non CIT staff: £25



CIT CPD PROGRAMME



Where **learning** comes first

CIT PROFESSIONAL DEVELOPMENT OFFER 2025/26



On behalf of the Executive Leadership Team and myself, I am delighted to introduce this year's expanded CPD offer for staff across CIT Academies.

This section of the brochure outlines a wide range of professional development opportunities designed exclusively for colleagues working within our Trust. These sessions are shaped by our strategic priorities and tailored to support a variety of roles across all phases and settings.

Over the past year, it has been inspiring to witness the growth of our internal networks – both in size and impact. The increasing number of staff members stepping up to lead and contribute to these communities of practice is a testament to the collaborative spirit at the heart of CIT. Together, we are building a culture of continuous improvement that not only strengthens our professional practice but also enhances outcomes for the pupils we serve.

All CPD listed in this section is fully funded for CIT staff, reflecting our strong commitment to your development and wellbeing. Whether you are deepening subject knowledge, exploring specialist strategies, or developing leadership capacity, we hope you find the offer both relevant and empowering.

I would encourage all schools to make the most of these opportunities and to take full advantage of the excellent training facilities available at the LEARN SEND Hub and beyond.

A heartfelt thank you to everyone involved in shaping this year's offer – I look forward to seeing the positive impact it will have across our Trust.

Peter Bell
CEO, Community Inclusive Trust Academies

Our Mission

CIT will ensure that all pupils within its schools receive the best education and care, and that the Trust works in partnership to support and improve the education system.

Our Vision

CIT will support staff to give every pupil what they need to thrive and be ready for the next stage of their lives.

Our Values

- **Honesty and Integrity**
- **Aspiration**
- **Professionalism**
- **Inclusivity**

EXCLUSIVE CPD FOR CIT ACADEMIES STAFF



CIT's CPD programme is led by the LEARN SEND Hub – the Trust's dedicated department for Continuing Professional Development. Rooted in inclusive practice, the LEARN SEND Hub champions high-quality education for all learners, with a strong foundation in Special Educational Needs and Disabilities (SEND).

As a member of the CIT family, you have full access to a Trust-wide CPD offer that is fully funded – a wide range of development sessions, and dynamic professional learning communities. These opportunities are designed to build your skills, broaden your expertise, and support your growth throughout every stage of your career.

This section of the brochure highlights professional development opportunities created exclusively for staff working within CIT Academies. Aligned with the Trust's strategic priorities, these sessions provide targeted support across key roles and responsibilities.

Whether part of the wider LEARN programme or CIT-specific training, all sessions are fully funded for CIT staff – a reflection of our continued commitment to investing in your growth, confidence, and success.



How to Book

- 1 Browse this brochure and identify the CPD opportunities you'd like to engage with.
- 2 Seek approval from your line manager before booking.
- 3 Book your chosen training session via the **Bookitbee** link.
- 4 You will receive a confirmation email from Bookitbee.
- 5 A week before your training, you will receive a reminder email from **training@learnsendhub.co.uk**.
- 6 Attend the training as scheduled.
- 7 During the session, you will be asked to complete a feedback form. Your responses will be shared with the facilitator and the wider CIT team to help shape and improve future training.

CANCELLATIONS

If you are unable to attend, please notify us as soon as possible by emailing **training@learnsendhub.co.uk** with the course name and your reason for cancellation.

While courses are fully funded for CIT staff, they do incur administration and certification costs for CIT academies. Late cancellations or non-attendance may result in these costs being charged to your setting.

Bespoke training and support

- 1 Discuss your requirements with the Directors of Education.
- 2 Once agreed email **enquiries@learnsendhub.co.uk**, copying in the Director of Education into your email, with details of your requirement.
- 3 This deployment will then be organised between LEARN SEND Hub and the school using the LEARN Deployment template if there is capacity to undertake this deployment.

Further details can be found within the CIT Education Service Level Agreement.



Supporting Pupils with Complex Sensory Needs



Facilitated by Kyna Adkins, Deputy Director of Education – CIT Special Schools, this practical, full-day training session will explore effective strategies for supporting pupils with complex sensory needs in the classroom. Designed for CIT staff, the session will deepen understanding of sensory processing differences and provide tools to create inclusive, supportive learning environments. Attendees will gain insights into recognising sensory challenges, tailoring interventions, and promoting positive outcomes for all learners.



Friday 3rd October 2025

9.30am – 3pm

Venue: LEARN



Aspiring Special School Leaders



(Open to CIT Mainstream SENCOs and aspiring middle leaders in special schools)

APPLICATION AND SELECTION PREPARATION COURSE

This series of focused sessions, delivered across the academic year, is designed to support educators considering the next step in their leadership journey within special education. Aimed at mainstream SENCOs and aspiring middle leaders in special schools, the sessions provide practical guidance on the application and selection process for leadership roles. Participants will explore what makes an effective special school leader, reflect on their own leadership strengths, and gain valuable tips for preparing compelling applications and performing confidently at interview.

Confirmed dates will be communicated directly to applicants in due course.



To apply for the course, delegates must first submit a Letter of Interest to their Head Teacher. This is required for the shortlisting process and must be completed prior to enrolment on the course.

DESIGNATED SAFEGUARDING LEADERS



DSL Annual Training



Specifically designed for existing DSL's in CIT, this event is led by safeguarding education consultants Simon Genders and Anne Prideaux.

This annual training event ensures that all safeguarding leads remain informed about the latest practices, policies, and legislative developments. This essential session offers Designated Safeguarding Leads (DSLs) and Deputy DSLs (DDSLs) a valuable platform to connect, share experiences, and explore effective strategies for addressing common challenges.

With a strong focus on continuous improvement and best practice, the event reinforces our ongoing commitment to the safety and wellbeing of everyone across the Trust.



Thursday 18th September 2025

9am – 3.30pm

Venue: LEARN

Ofsted Updates for Leaders



Following the latest Ofsted updates and announcements, this session will unpack what these changes mean for CIT schools, providing clarity, context, and practical implications to help leaders stay informed and prepared.



Thursday 16th October 2025

9.30am – 3.30pm

Venue: LEARN



EVC Policy Updates



This session will explore implications for educational visits, offering CIT EVCs clarity, guidance, and practical considerations to ensure visits remain compliant, purposeful, and impactful.

For EVC leads and Headteachers.



Friday 8th May 2026

10am – 12pm

Venue: ONLINE



EARLY CAREER TEACHERS (ECTS)

ECF Mentoring



This session is designed for both new and established ECF mentors. During the session, mentors will explore the ECF platform, learning how to navigate it effectively. Additionally, the session will provide an overview of the resources provided by the ECF to support mentors in their roles.

Attendance is strongly encouraged for all mentors to ensure a cohesive understanding of the mentoring tools and resources available.



Thursday 11th September 2025

1.30pm – 3.30pm

Venue: ONLINE

Early Career Teacher Welcome



All new Early Career Teachers are invited to this welcome event to meet fellow ECTs, connect with the CIT team, and learn about the organisation and expectations for their ECF journey. Attendance is strongly encouraged for all ECTs.



Thursday 11th September 2025

3.45pm – 4.45pm

Venue: ONLINE

ECF Induction Tutors



All new Early Career Framework Induction Tutors are invited to this welcome event to learn about their role's expectations and available resources. Attendance is strongly encouraged for new Induction Tutors, and established Induction Tutors are also welcome to join.



Wednesday 17th September 2025

3.30pm – 4.30pm

Venue: ONLINE



PROFESSIONAL LEARNING COMMUNITIES

Maths

This network is designed for Maths Leads across CIT schools, providing a valuable opportunity to connect with colleagues, explore professional development opportunities, and stay informed about curriculum updates. Each session will spotlight effective teaching strategies, useful resources, and key national or trust-wide initiatives. Leaders are encouraged to share their own successes and challenges, fostering collaboration that supports strong progress and high attainment in maths across all settings.



Wednesday 26th November 2025

9.30am – 11.30am

Venue: LEARN

Wednesday 18th March 2026

9.30am – 11.30am

Venue: East Coast Venue – tbc

Reading & Phonics

This network brings together Reading Leads from across CIT schools to share expertise, explore effective practice, and stay up to date with developments such as updates to the Reading Framework. Sessions offer the chance to collaborate with colleagues in similar roles, discuss approaches to the teaching of phonics and reading, and learn about relevant training opportunities.

Leaders will be introduced to a variety of resources and initiatives, and are encouraged to share their own work to enrich the discussions. The focus is on supporting high-quality provision that leads to strong progress and attainment in reading.



Thursday 2nd October 2025

9am – 11am

Venue: Foxfields Academy

Thursday 12th February 2026

9.30am – 11.30am

Venue: LEARN

Thursday 4th June 2026

9.30am – 11.30am

Venue: LEARN



Early Years

Colleagues working within Early Years across CIT are invited to attend two dedicated events each academic year. These sessions provide the opportunity to explore key updates in Early Years policy and practice, with a focus on current developments and priorities in the sector. The events also include the chance to visit and learn from Early Years provision within other CIT schools, encouraging the sharing of ideas and effective approaches across the Trust.



Wednesday 12th November 2025

1.30pm – 3.30pm

Venue: LEARN

Wednesday 17th June 2026

9.30am – 3.30pm

Venue: St Pauls & Linchfield



SENCOs – Strategic Leadership Workshops

All CIT SENCOs are invited to attend a strategic leadership workshop held prior to the LEARN SEND Hub SENCO Network meeting. These sessions are designed to support SENCOs in navigating the demands of their role with confidence and clarity. Key areas of focus include evaluating provision, making the most of teacher assessment data, ensuring high-quality teaching, and implementing evidence-informed interventions.

These workshops take place at LEARN and will precede the wider LEARN SENCO Network meetings held in the afternoon of the same day.



(Please ensure you book both meetings if you wish to attend the full day.)

Tuesday 7th October 2025

9.30am – 12.30pm

Venue: LEARN

Wednesday 11th March 2026

9.30am – 12.30pm

Venue: LEARN

Wednesday 10th June 2026

9.30am – 12.30pm

Venue: LEARN

HEADTEACHERS

Headteacher Development Days



Our Headteacher development days are designed to support school leaders with the latest intelligence, inspiration, and practical tools to lead with confidence in a rapidly evolving educational landscape.

Each session provides timely updates on national education policy, Ofsted developments, and Department for Education announcements, alongside insight into local authority initiatives and regional priorities. These days also share Trust-wide developments, offering a clear view of collective goals and progress across our schools.

Headteachers receive updates on the latest CPD opportunities, along with practical guidance on translating new policies into day-to-day practice. Sessions highlight innovative initiatives and success stories from across the trust, providing a platform for sharing what works and learning from peers.

Crucially, these days also offer time and space for connection. Headteachers are encouraged to network, reflect, and engage in meaningful professional dialogue in a supportive environment – with the added benefit of informal opportunities to socialise and strengthen relationships with fellow leaders.



Session 1 Friday 26th September 2025

Session 2 Friday 21st November 2025

Session 3 Friday 23rd January 2026

Session 4 Friday 13th March 2026

Session 5 Friday 22nd May 2026

Session 6 Friday 3rd July 2026

Time: 9.30am – 3.30pm **Venue:** LEARN

Special Schools Deputy Headteachers



A dynamic networking session designed specifically for deputy and aspiring deputy head teachers within the CIT special school settings. These sessions provide a unique opportunity to connect with like-minded professionals, share experiences, and build valuable relationships within the CIT community.



Confirmed dates will be communicated directly to Deputy and Assistant Headteachers in due course.

Primary Schools Deputy and Assistant Headteachers



A dynamic networking session designed specifically for deputy/assistant and aspiring deputy/assistant head teachers within the CIT Primary school settings. These sessions provide a unique opportunity to connect with like-minded professionals, share experiences, and build valuable relationships within the CIT community.



Confirmed dates will be communicated directly to Deputy and Assistant Headteachers in due course.

Well-being



The meeting is for the well-being champion from each setting and is to review CIT's well-being work including analysing survey responses, sharing good practice and reviewing policy.



Thursday 13th November 2025

9.30am – 11.30am

Venue: LEARN

Thursday 12th March 2026

9.30am – 11.30am

Venue: LEARN

Thursday 9th July 2026

9.30am – 11.30am

Venue: LEARN

Human Resources



These sessions will be HR training, guidance, and updates relevant mainly for Senior leaders and HR admins.



Thursday 9th October 2025

9.30am – 11.30am

Venue: LEARN

Thursday 19th March 2026

9.30am – 11.30am

Venue: LEARN

Thursday 11th June 2026

9.30am – 11.30am

Venue: LEARN

Safeguarding



Safe@CIT meetings bring together Designated Safeguarding Leads three times per academic year for full-day sessions focused on professional development, collaboration, and best practice in safeguarding.

Each meeting provides an opportunity to network with colleagues, stay up to date with key developments, and learn from guest speakers with multi-agency expertise. Sessions also include contributions from colleagues within CIT, creating a supportive space to share experiences and strengthen safeguarding approaches across our schools.



Wednesday 15th October 2025

9.30am – 3.30pm

Venue: LEARN

Thursday 5th February 2026

9.30am – 3.30pm

Venue: LEARN

Wednesday 20th May 2026

9.30am – 3.30pm

Venue: LEARN

CIT INCLUSION FORUM

The Inclusion Forums are designed to support staff in helping children and young people engage effectively in education by offering timely guidance and support. This is achieved by providing advice at the earliest possible opportunity. Schools can use the forums to seek guidance on strategies and approaches to meet the needs of the children and young people in their care.

The forums aim to develop plans that incorporate a range of approaches to help each child achieve their learning objectives.



TERM	DATE	TIME	VENUE
Autumn Term 1	Thursday 2nd October 2025	1pm – 3pm	ONLINE
Autumn Term 2	Thursday 20th November 2025	1pm – 3pm	ONLINE
Spring 1	Thursday 29th January 2026	1pm – 3pm	ONLINE
Spring 2	Wednesday 25th March 2026	1pm – 3pm	ONLINE
Summer 1	Thursday 7th May 2026	1pm – 3pm	ONLINE
Summer 2	Thursday 2nd July 2026	1pm – 3pm	ONLINE

Please note:

There is no booking link for these sessions. Delegates are required to complete a referral form in order to attend.





GOVERNANCE

In a Multi-Academy Trust (MAT), the Trust is responsible for all of its schools/academies. For the Community Inclusive Trust, governance of our MAT resides with Members, Trustees and Local School Boards.

MEMBERS:

The Members are akin to the shareholders of a company. They have ultimate control over the Academy Trust.

TRUSTEES:

The Trustees are responsible for the three core areas of governance:

- Ensuring clarity of vision, ethos and strategic direction.
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff.
- Overseeing the financial performance of the organisation and making sure its money is well spent.

LOCAL SCHOOL BOARDS AND LOCAL GOVERNORS:

CIT schools have a committed team of Governors who are actively involved in the life of the school. They reflect the community they serve and include parent, community and staff representatives.

The Strategic Lead for Trust Development and Governance, along with the Company Secretary, provide advice and guidance to our Local School Boards, ensuring they are well-equipped to support and challenge their schools.

To support consistency and collaboration across schools, the LSB Chairs meet six times a year – once each short term. These meetings cover a broad range of topics linked to CIT's Governance Framework and the wider national governance agenda. They offer a valuable forum for LSB Chairs and Vice Chairs to share good practice, discuss key developments, and hear directly from Trust Board members, the CEO, and the executive leadership team.

If you are interested in attending these meetings, becoming a Trustee or Governor, we'd love to hear from you.

Please get in touch via: enquiries@learnsendhub.co.uk

Estates and Health & Safety Professional Learning Communities

At CIT academies, we strive for excellence in every aspect of our organisation. A key part of this is our commitment to providing a safe, well-maintained, and compliant environment where pupils can thrive.

Our Estates Team plays a vital role in supporting this aim. They oversee the maintenance of all Trust buildings and work closely with individual school site teams to ensure effective, efficient operations. The team also collaborates with colleagues in Projects, Finance, HR, Communications, and Fundraising – all based within the Support Hub – to deliver a joined-up, best-practice approach across all academy sites.



Estates and Health & Safety Committee Meetings

The Estates Team hosts online meetings for all estates managers four times per year. These sessions are designed to share operational updates, reinforce best practices, and encourage collaboration across all school sites.

In addition, the Trust also facilitates regular online Health & Safety committee meetings. These provide an opportunity for staff to stay informed about statutory responsibilities, discuss current issues, and ensure a consistent approach to compliance and risk management across the organisation.

If you would like to receive more information or be included in either of these meeting groups, please contact: enquiries@learnsendhub.co.uk



Communications and Fundraising

The Communications and Fundraising Team is passionate about education and thrives on making a real difference to children's lives across our family of schools. Having raised over £1.3 million for extracurricular activities and equipment, they are a proactive team who work collaboratively on both short and long-term projects.

The team supports CIT schools by providing a wide range of services, including:

- Website training & support
- Social Media training & support
- Video filming and editing
- Marketing
- Press Release writing
- Case Study writing
- School Surveys
- Bid writing

If you require assistance for your setting with anything communications or fundraising related, please do not hesitate to get in touch: Jacki.bartram@citacademies.co.uk or chris.lincoln@citacademies.co.uk

Trust Finance Professional Learning Community

This learning community connects school and central finance staff to share best practice, build expertise, and stay updated on funding and compliance. Through regular sessions, members collaborate on common challenges, support professional growth, and strengthen financial processes across the Trust.

ROOM HIRE



LOOKING FOR A SPACE AWAY FROM YOUR SETTING?

At LEARN SEND Hub, we understand the importance of stepping away from your regular work environment to focus on your training and development. That is why we also offer convenient room hire services, providing the perfect setting for productive sessions.

Our modern, purpose-built facility is designed specifically for business needs, providing a professional and conducive environment for your training sessions or meetings.

DISCOVER OUR ROOMS:



TRAINING ROOM

Escape the distractions of your normal workplace setting in our dedicated Training Room. With a capacity for up to 50 participants, it's equipped with everything you need for effective training, including a smart screen TV, Wi-Fi access, and flexible layout options. Optional refreshments and buffet lunches available (prices available on request).



CONFERENCE ROOM

Ideal for smaller groups or 1:1 meetings, our Conference Room accommodates up to 20 attendees. Enjoy seamless presentations with a presenter screen TV, stay connected with Wi-Fi, and brainstorm ideas effortlessly with flip charts provided. Enhance your meeting with optional refreshments and buffet lunches (prices available on request).

For bookings or enquiries, contact us at enquiries@learnsendhub.co.uk

Keep in touch



Want to email?

General enquiries can be made via email to:
enquiries@learnsendhub.co.uk



Want to call?

Telephone us on:
01400 659009



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Need to see us?

Our Address is:

Warwick House, Long Bennington Business Park,
Long Bennington, Newark, NG23 5JR

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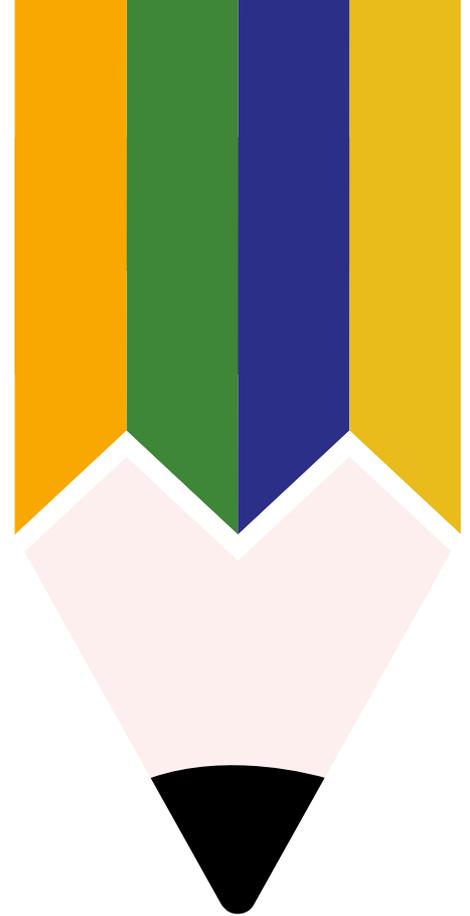
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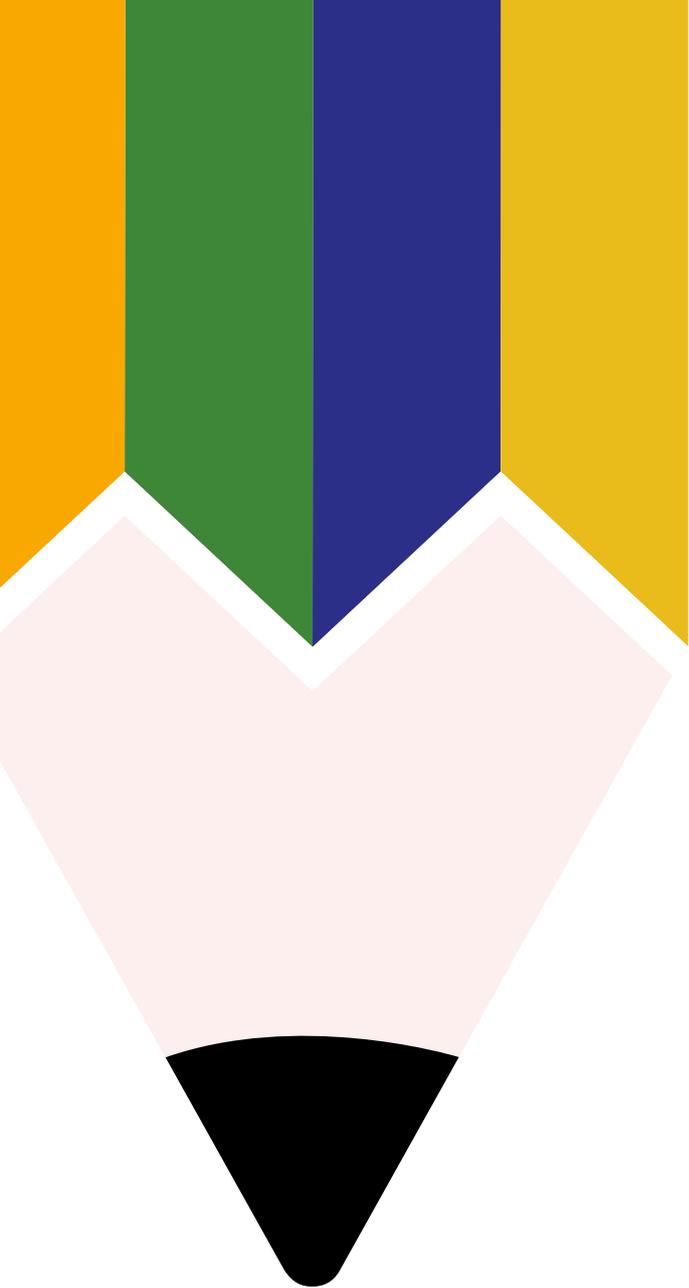


Want to book?

If you would like to book on one of our fantastic courses,
please visit: www.learnsendhub.co.uk

or scan the QR code





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