

Grow Education Partners > School Support > 2022 -2023

A close-up photograph of a person's hands holding several small, white cards. The person is wearing a dark long-sleeved shirt and a metal watch. The cards are being held over a document that has a list of terms: "Clear priorities", "Group spirit", "Trust", "Experience", and "Commitment". The background is blurred, showing a desk and other documents.

grow



To find out more about how we can help you with any training and support needs, please [click here](#) to visit our website at:
www.grow-education.org



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It has been a privilege to work with so many of you this year. After the challenges and uncertainty of the pandemic, it has been good to meet face to face again and experience first-hand the quality of leadership and expertise in the schools we support.

We are proud that our offer to you continues to 'grow', and this is reflected in the increasing number of schools choosing to work with our School Improvement, HR and Data Protection teams and increasing requests for us to work with MATs.

We appreciate the ongoing financial restraints and **have again fixed the pricing for our [training courses](#), [HR Support](#) and [Data Protection](#) packages**. To ensure we retain the best consultants, our [School Improvement packages](#) have increased only by a modest amount. They continue to offer extremely good value, with the larger options yielding the most cost-effective savings.

As a delivery partner for the Central London Teaching Hub this year, we have gained a better understanding of the Early Career Framework and have altered our [complementary ECT programme](#) to further support ECTs in their second year. In addition, we are also delighted to offer further professional development opportunities, building on the success of our [Race & Identity Programmes](#) (Integrity Coaching), and our [safeguarding partnership with ECP](#).

This interactive document is only a glimpse of what we can offer you. Whilst it is a useful reminder of our support options, please visit our website at www.grow-education.org to see our complete provision, with an up-to-date list of our new and well-established training programmes and courses.

We look forward to continuing our partnership with you next year.

As always, on behalf of the whole Grow team, I would like to thank you all for your continued support as we work in partnership to cultivate success in schools.

A handwritten signature in black ink that reads "Helen Ridding".

Helen Ridding / Grow Education Partners

Click for information about...

School Improvement



Human Resources



Data Protection



Professional Development



Further Information



The level of support has always been of a very high standard, from strategic reviews to performance management, to high quality professional development.

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School Improvement Packages & Support Add-ons

We are passionate about helping schools to be the best that they can be. Whatever your school's context or individual development needs, our School Improvement packages and Support add-ons can be flexibly tailored to ensure the highest level of expertise, advice and guidance.

Packages

Our School Improvement packages provide guidance from a dedicated Grow adviser and specialist consultants, to help you achieve better outcomes. Through an agreed bespoke programme of support, we work with you to identify, plan and implement key priorities to drive school improvement.

We will operate as professional partners, maintaining an 'external' viewpoint in terms of analysis and advice – critical when judging the best course of action for success.

Package	Days per year	Cost
Oak	3	£2010
Beech	6	£3720
Cedar	12	£6747

Please note: All prices are shown excluding VAT.

Support add-ons

Alongside your annual support package, you can also opt for our support add-ons, giving you full flexibility in facing the challenges of an ever-changing educational landscape. These can be included as part of your existing package if time allows, or purchased separately.

- **External focus reviews:** providing leaders with external, bespoke reviews of chosen aspects
- **Headteacher appraisal:** providing the services of an experienced Grow Education performance manager
- **Governance:** Helping governing boards identify existing strengths and areas for future improvement
- **Inspired Anti-Racist Leadership Programme** **NEW**
- **Safeguarding Spotlight Online Training** **NEW**



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Grow are the people I always turn to when I need an external overview, whether it is for safeguarding, SEF and SIP scrutiny, teaching reviews or training.

They listen and where possible make suggestions which will save us money too!

To learn more about our school improvement packages & support add-ons, please [click here](https://www.grow-education.org/school-improvement) to visit:
www.grow-education.org/school-improvement



Human Resources Support



Our qualified*, experienced and highly regarded HR team provides focused advice and support, based on extensive experience in the local authority and education sectors. Through a personalised approach, we ensure that the best and most practical solutions are put in place for your staff.

* Chartered FCIPD/ Chartered MCIPD.

Expertise

Our overall aim is to help you embed good and lasting HR practices. We can help you manage your human resources administration to overcome any HR challenges you may face.

Our flexible and cost-effective HR Support Package provides detailed advice and guidance in all aspects of employment across the education sector - including **parental complaints, governor HR hearings, pay appeals, settlement agreements, discipline and grievance, capability, mediation**, and much more.

Costs are dependent on school group size:

Primary: From **£1020** to **£6936**

Secondary: **£6936**

Please note: All prices are shown excluding VAT.

New offer for 2022 - 2023

- **Free** access to our focused HR training courses
- Discounts for multi-academy trusts of 4 or more schools

We have preferred suppliers for payroll, Occupational Health and absence insurance. These recommended providers can offer your school a discounted rate for their services.

We can also support your school with:

- Investigations
- Preparations of contract of employment
- DBS checking and countersignatory service

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Our HR adviser has gone over and above to assist us this year, brokering extra support through her wider Grow contacts which has really helped us with a staffing situation.

The guidance, time and dedication provided by the HR team is invaluable.

For further information about our HR Support package, please [click here](https://www.grow-education.org/hr) to visit:
www.grow-education.org/hr



Data Protection Support



Our Data Protection team currently provides privacy guidance, advice, training and support to over 200 schools, across Greater London. We will help you meet statutory data protection obligations, freeing up valuable time for you to focus on your core purpose of teaching and learning.

Expertise

Our Data Protection Support team is overseen by our Head of Data Protection, to ensure we provide a consistent approach across all schools.

Your link Data Protection Officer will assess and advise on your school's data handling processes, while providing ongoing data protection and privacy-related guidance throughout the year. This will include visits to work with you in school.

Our pricing has been aligned to correlate with the academic year:

September 2022 to August 2023 (price freeze):	£1175
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Please note: All prices are shown excluding VAT.

Continuing for 2021 - 2022

- Advice on how to interact with external bodies, regulatory authorities, data subjects and information seekers
- Free access to our focused Data Protection training courses
- Support with up-to-date reports, information sheets, training and telephone & email advice
- Development of policies and procedures to regulate processing of personal data
- Discounts to multi-academy trusts of 4 or more schools

Should you feel you require additional support in this area, we can help with our bespoke support options.

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Grow offered the best value data protection service and right from the start, instilled confidence with sound, practical advice.

Your advice and expertise has been very welcome this year and we will definitely be signing up for next year.

To learn more about our Data Protection Support package, please [click here](https://www.grow-education.org/data-protection) to visit:
www.grow-education.org/data-protection



Professional Development

Our professional development programmes and short courses support all levels of experience across a range of aspects. We enable your staff to learn new knowledge and skills to improve teaching and leadership, which in turn provides the best outcomes for your pupils.

Leadership Programmes

Our popular leadership programmes are designed to cater for teachers at all stages of their career, from middle leaders to new headteachers, and for those interested in creating change and new possibilities in their organisations in the area of race and identity. It is a testament to their success that over 600 school leaders have returned to complete the 'next stage' programme.

Early Career Framework

As a delivery partner this year* we have a good understanding of the requirements of the Early Career Framework. In appreciation of the workload in Year 1, we have adjusted our offer for 2022-2023. This will enable teachers in their second year to build upon their knowledge through a series of practical sessions, all of which are delivered by experts and exceptional practitioners.

* Central London Teaching Hub - Ambition Institute

Short Courses

We deliver high quality education through after-school sessions and whole-day courses. Aspects we cover include:

- Strategic leadership including pedagogy, self-evaluation and subject leadership
- The wider curriculum, SEND, Safeguarding and well-being
- Specific focus sessions for CE schools
- HR and Data Protection

Race, equality and social justice

We are delighted to offer two, year-long programmes [Race, Identity & Leadership](#) and [Inspired Anti-Racist Leadership](#). These are designed to support and inspire school leaders who have a key role in shaping culture, vision and ethos, and determining in practice what racial equality and social justice look like.



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Having attended the Senior Leadership and Challenge of Headship programmes myself, I know when I send staff on courses, or when I arrange a Grow INSET, that they are going to receive quality CPD.

I know this will impact positively on their own practice, the practice of others and ultimately benefit the children in my school.

For the latest information on our training courses & programmes, please [click here](#) to visit:
www.grow-education.org/training



Further Information

Grow Education Partners is a subsidiary company of the London Diocesan Board for Schools (LDBS). We are committed to serving the common good by providing a wealth of experience and high-quality services to **every** school and academy in London, and the wider community.

Working with you...

We bring a vast range of expertise and experience to schools, with a unique insight and understanding of the challenges and barriers that schools may face. This enables us to provide you with targeted support at the time you need it.

By working in close partnership, we are able to support school leaders in fostering inspirational education environments where all pupils flourish. We are committed to:

- Safeguarding and ensuring the welfare of children, young people and vulnerable adults at all times.
- Equal opportunities in employment and having a working environment that values the diversity of all people and is free from all forms of unlawful or unfair discrimination.
- Being actively anti-racist and to challenging and removing structural racism and discrimination.

For more information...

- **Booking & Ordering:** To place an order, or to make a booking with us, you will first need to [register your school](#). Once we have confirmed your registration you will be able to securely place, update and keep track of your orders through our website.
- **Terms & Conditions:** Covering the ordering and booking process, discounts and concessions, cancellations, refunds, invoicing and payment.

If you can't find what you need...

Our website at www.grow-education.org contains the latest information about everything that we can help you with.

If you can't find exactly what you're looking for, please feel free to call us on **020 7932 1175** to discuss your specific requirements.



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Grow Leadership Partners reinforced my leadership aims and delivered honest and knowledgeable feedback, which was grounded in a wealth of experience of schools and inspections.

The impact of their insightful observations in my school has been a swift change in teaching and learning strategies.

These changes over time will enable our children to thrive academically and improve their outcomes.

For further information on booking, ordering and our full terms & conditions, please [click here](#) to visit:
www.grow-education.org/help-info

