

Grow Education Partners > School Support > 2023 - 2024

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Grow support is fantastic - it's the relationships with staff that shine through

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



Grow Education Partners > School Support > 2023 - 2024

Dear Colleagues,

We are encouraged that in the current climate, we have again welcomed more schools to Grow this year, mainly as a result of your recommendations. In appreciation of your ongoing support, and having listened to your feedback, we have fixed our prices for 2023-2024.

Grow continues to seek opportunities to provide you with high quality support. We have broadened our offer to help you navigate the opportunities and challenges you are facing in schools. Delivering the first ECT programme has been inspiring, and it's been wonderful to observe the high quality engagement and discourse. We wish the participants all the best in their teaching careers.

Looking ahead, we are excited to be working with the London Diocesan Board for Schools (LDBS) to deliver the NPQH, NPQSL and the NPQLT for CEFEL (Church of England Foundation for Education Leadership). We are also combining our successful leadership programmes within the NPQH and NPQSL offering, to provide leaders with that unique London context. Doing so will enable us to retain our long running and successful programmes at a much reduced cost.

Our safeguarding partnership with Education Child Protection Ltd will be enhanced, to offer exclusive discounted opportunities in the future. We are also developing a new offering to support leaders in developing their presentation skills; to confidently market their schools across all channels, including social media. Crucially, we have strong coaches available to support you as leaders, to work through any pressing concerns in a safe space.

We are proud that our offer to you continues to 'grow'. We are an ever evolving company, dedicated to supporting school leaders' needs, whether it be [school improvement](#), [HR](#) or [Data Protection](#). We hope this interactive document is a useful reminder of our current and new support options. To see our complete provision, with an up-to-date list of our new and well-established training programmes and courses, please visit our website at www.grow-education.org.

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

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



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The coaching session was transformational. The consultant got very quickly to the heart of what I was 'stuck' on.

The impact of this on my confidence was extraordinary, and I have maintained this in the months following.

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

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 & Support Add-ons

A School Improvement package provides you with an external viewpoint, delivered by our expert consultants.

We will work with you to develop a bespoke support programme that will identify, plan and implement key priorities in order to meet your specific needs.

Package	Days per year	Cost <small>FROZEN FOR 2023-2024</small>
Oak	3	£2010
Beech	6	£3720
Cedar	12	£6747
Additional days	£720 per day or £400 per half-day	

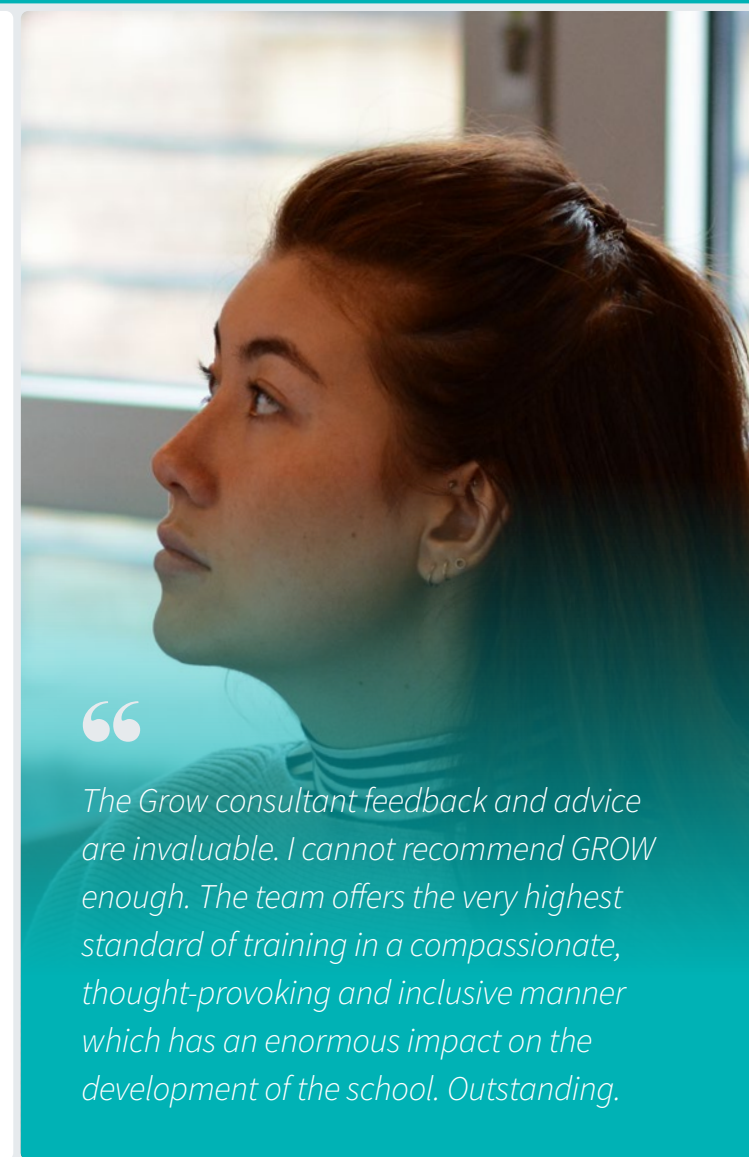
Non-package day support

If you don't subscribe to one of our support packages, we can still help you on a consultancy basis at **£810 per day or £440 per half-day**.

Please note: All prices are shown excluding VAT.

Your package days can be used to support the following areas, giving you full flexibility to drive school improvement:

- **External focus reviews:** providing leaders with bespoke reviews of chosen aspects e.g. phonics, subject reviews etc.
- **Headteacher appraisal:** providing the services of an experienced Grow Education performance manager
- Coaching for senior leaders
- Safeguarding reviews & supervision
- **Governance reviews:** Helping governing boards identify existing strengths and areas for future improvement
- School promotion **NEW**
- School finance expertise **NEW**



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The Grow consultant feedback and advice are invaluable. I cannot recommend GROW enough. The team offers the very highest standard of training in a compassionate, thought-provoking and inclusive manner which has an enormous impact on the development of the school. Outstanding.

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

We can help you manage your human resources challenges, and our overall aim is to help you embed effective and legally compliant HR practices.

Our flexible and cost-effective HR Support Package provides detailed advice and guidance in all aspects of employment across the education sector including, but not limited to:

- Parental Complaints
- Pay appeals and settlement agreements
- Discipline and grievance, capability and mediation
- Governor HR hearings
- Access to our focused HR training courses & SBM conferences

Costs are dependent on school group size, with subsidised rates for LDBS schools & discounts for MATs (please see right).

Please note: All prices are shown excluding VAT.

HR Package Prices

Primary: 0.5 FE	£1071
Primary: 1 FE	£1827
Primary: 2 FE	£2470
Primary: 3 FE	£2999
Secondary	£7283

We have preferred suppliers for payroll, Occupational Health and absence insurance, offering discounted rates for their services. We can also support your school with:

- Recruitment and retention, including preparation of contracts and exit interviews **NEW**
- Investigations
- DBS checking and countersignatory service

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The support from HR advisers has been absolutely invaluable this year. They are always swift to address any queries and always give clear and helpful advice.

I am so grateful for the support.

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The quality of HR support is first class. Not only do the advisers respond quickly, they also provide invaluable support and reassurance and are able to answer queries knowledgeable and effectively.

I could not rate this service more highly.

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



Data Protection Support

Our highly regarded Data Protection team currently provides privacy guidance, advice, training and support to over 200 schools, across Greater London. By helping you meet statutory data protection obligations, we help free up valuable time, enabling you to focus on your core purpose.

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 2023 to August 2024:	£1235*
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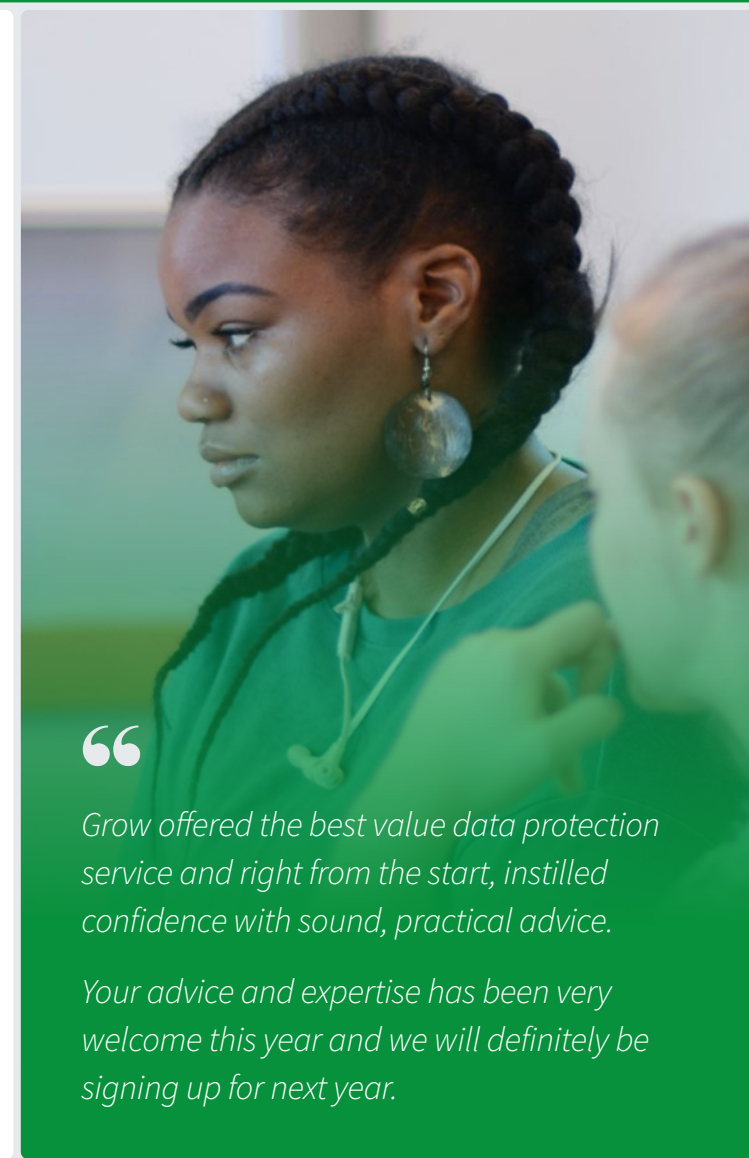
* MAT and partnerships with four or more schools receive a 3% discount

Continuing for 2023 - 2024

- 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 and training options.

Please note: All prices are shown excluding VAT.



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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

As new programme leaders for the CEFEL NPQs, we are delighted to combine our extremely successful leadership programmes (Headship and Senior Leadership) with an NPQ. All applicants are awarded an NPQH/NPQSL and additional day(s), specifically tailored to our London context, will make the national qualification even more meaningful to attendees.

Our increasingly popular Middle leadership programme will act as a springboard for the NPQLT, which we will be running in local clusters next year. This will enable us to tailor the NPQ to each local context where possible.

Promoting your school NEW

Marketing and promotion has become a crucial part of school development, particularly in areas facing falling birth rates and high mobility.

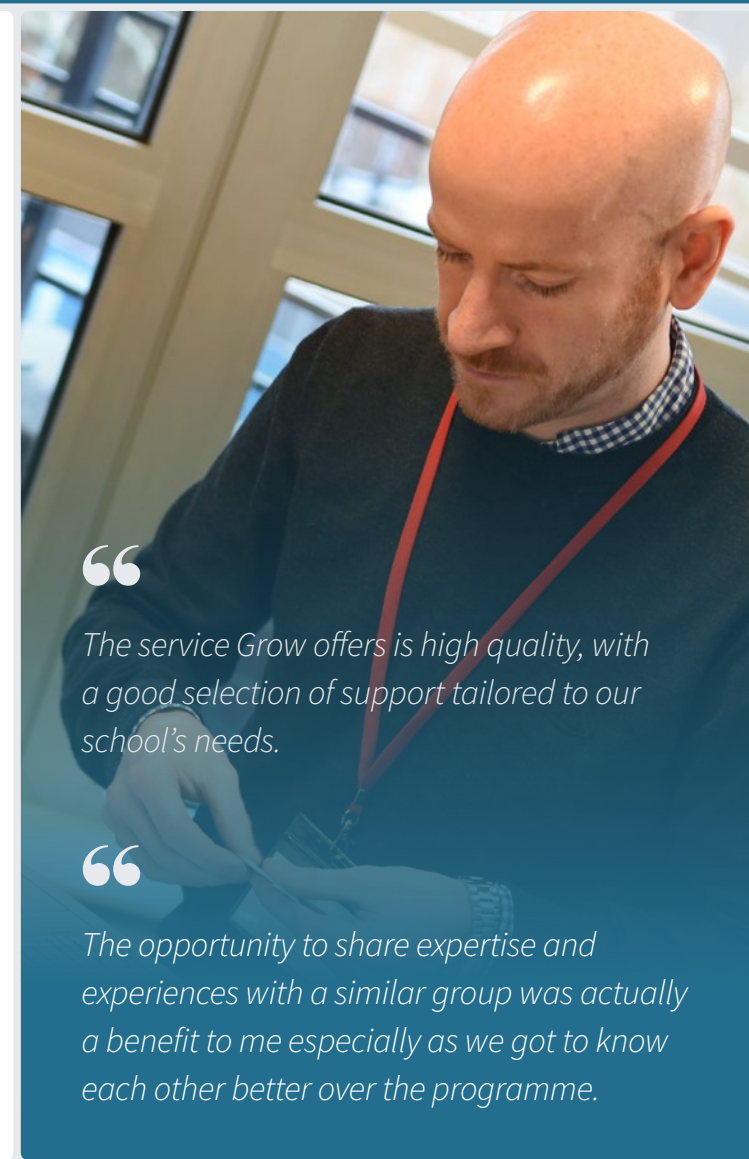
Our new offering will support leaders in developing their presentation skills - to confidently market their schools across all channels, including social media, broadening their visibility beyond the immediate locality.

Short Courses

We deliver high quality education through after-school sessions and whole-day courses.

Aspects we cover include:

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



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The service Grow offers is high quality, with a good selection of support tailored to our school's needs.

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The opportunity to share expertise and experiences with a similar group was actually a benefit to me especially as we got to know each other better over the programme.

For the latest information on our training courses & programmes, please [click here](https://www.grow-education.org/training) 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 understand individual school contexts and are able to support school leaders to enable all pupils to 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.

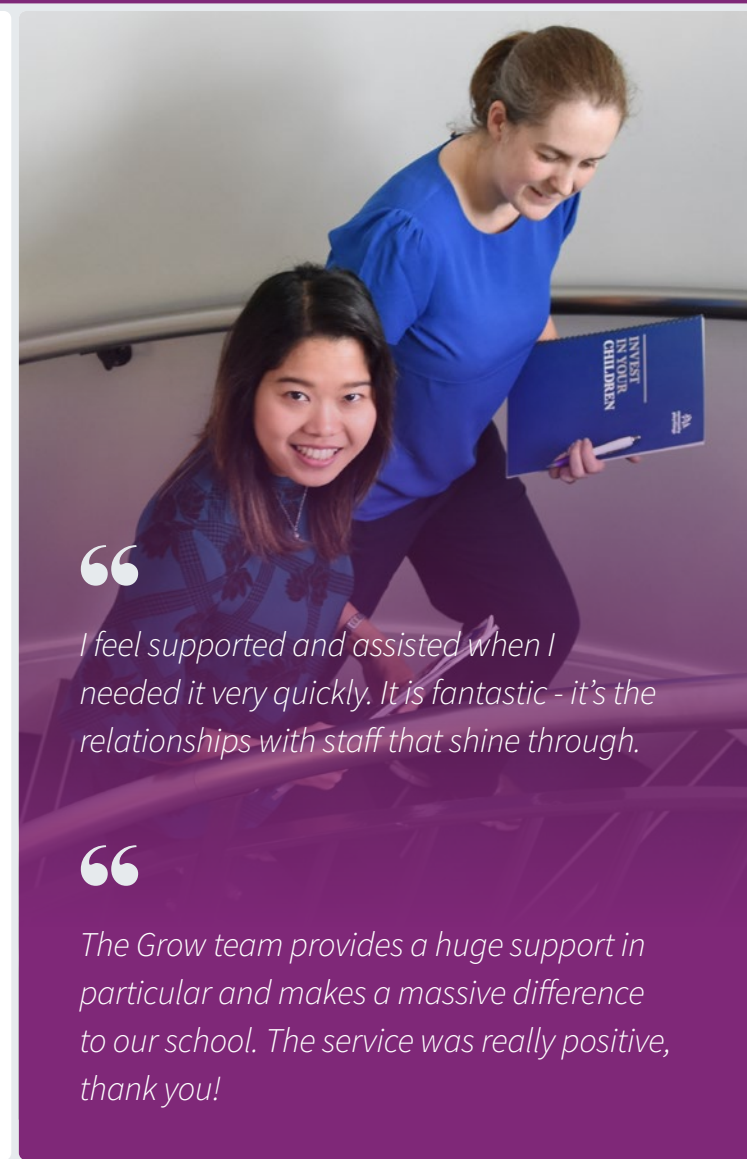
For more information...

- **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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I feel supported and assisted when I needed it very quickly. It is fantastic - it's the relationships with staff that shine through.

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The Grow team provides a huge support in particular and makes a massive difference to our school. The service was really positive, thank you!

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

