

# GROW



## School Support › 2024 - 2025

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

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

# Grow Education Partners › School Support › 2024 - 2025

Dear Colleagues,

As we come to the end of another school year, we would like to thank you for your ongoing support. Despite the challenges of the current climate we continue to welcome more schools to Grow this year, primarily due to your recommendations.

Once again, in recognition of the financial pressures schools are facing we have fixed the vast majority of our course and package prices for 2024-2025, and to help you navigate the many opportunities and challenges we have broadened our offer of high quality support across all aspects.

We are excited to be working with LDBS (London Diocesan Board for Schools) to deliver the [NPQs for CEFEL](#) (Church of England Foundation for Education Leadership). This year we will be delivering the NPQH, NPQSL, NPQLPM, NPQSENCO and NPQLT. We are also proud to continue to deliver the ECF in Westminster for the Central London Teaching Hub.

Alongside the NPQs and ECF, this year we are providing leadership sessions for small schools and those new to executive leadership. As always, we have strong coaches and supervision available to support school leaders, DSLs and SENDCos, to work through any pressing concerns in a safe space.

Our [safeguarding partnership with Education Child Protection Ltd](#) continues to go from strength to strength, with discounted membership to their cost-effective [Safeguarding Society](#) being the latest benefit to schools. Our highly popular [Comms Package](#), has also been expanded upon to keep you up to date with current practices, especially social media.

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 in the areas of [School Improvement](#), [Human Resources](#), [Data Protection](#) or increasingly, [Finance](#). We hope this interactive document is a useful reminder of our current and new support options. To see our complete provision, including new and well-established training programmes and courses, please visit our website at [www.grow-education.org](http://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 together to cultivate success in schools. We really look forward to continuing our partnership with you next year.



Helen Ridding / Grow Education Partners

School Improvement



Human Resources



Data Protection



Professional Development



Further Information



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*Grow are such experts in their field.*

*I truly appreciate the opportunity to be reflective, as well as the time allowed for in-depth discussion and to delve deeply into the context of our schools.*

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



# School Improvement Packages & Support Add-ons

Our School Improvement packages are designed to provide that essential external overview of your school's performance and priorities. You can be assured of consistently high standards of advice, support, and expertise at all times as we work with you to drive improvement.

## Packages & Support Add-ons

A School Improvement package gives you an external point of view, 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
		FROZEN FOR 2024 - 2025
Oak	3	£2010
Beech	6	£3720
Cedar	12	£6747
Additional days	£720 per day or £400 per half-day	

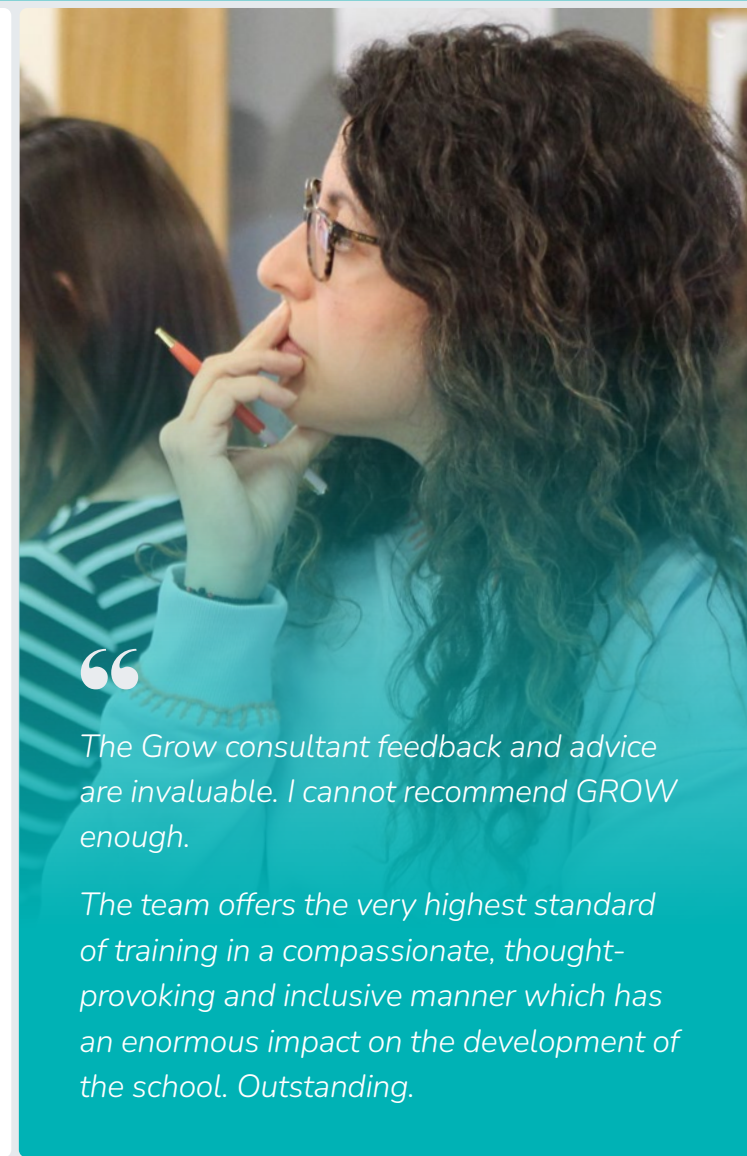
## Non-package day support

If you don't have one of our support packages, we can still help you on a consultancy basis at **£900 per day** or **£480 per half-day**.

**Please note:** All prices are shown excluding VAT.

Depending on your priorities, you can select any of our flexible [support add-ons](#), as a complement to your existing package to help you face the challenges of an ever-changing educational landscape:

- External focus reviews in [Phonics & Early Reading](#), [Curriculum Subjects](#), [Safeguarding](#), [EYFS](#) or [SEND](#)
- [Headteacher appraisals](#) and [governance reviews](#)
- Coaching for senior leaders
- [School finance expertise](#) **NEW**
- [School promotion including comms, branding, presentation and social media](#)



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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](http://www.grow-education.org/school-improvement) to visit:  
[www.grow-education.org/school-improvement](http://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 all aspects related to **onboarding of new staff (NEW)** and exit interviews
- 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](http://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:

<b>September 2024 to August 2025:</b>	<b>£1235*</b>
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\* MAT and partnerships with four or more schools receive a 3% discount

## Continuing for 2024 - 2025

- Advice on how to interact with external bodies, regulatory authorities, data subjects and information seekers
- 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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*I do genuinely mean what I have said. You convey very important information in such an easy to read and succinct way.*

*It is brilliant, you are very talented. I was previously a school business manager in two schools and never before have I seen this type of information delivered in such an interesting way.*

*You have set the bar high.*

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](https://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 the traded company to London Diocesan Board for Schools, we are very excited to be serving the common good by delivering the [CEFEL NPQs](#) to all schools in London.

Our provision remains unique in that coaching sessions are included in all CEFEL NPQs and are specifically tailored to our London context, to 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 also deliver through CEFEL.

## Promoting your school

Marketing and promotion has become a crucial part of school development, particularly in areas facing falling birth rates and high mobility. Our distinctive [Comms Package](#) provides a unique approach to supporting school leaders with the communications, branding and marketing of their schools, to broaden 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 challenges facing one form entry schools
- Practical support for new Executive Headteachers
- Subject leadership and the wider curriculum
- SEND and Safeguarding
- Specific focus sessions for CE schools
- HR and Safer Recruitment



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*I'm always appreciative of trainers who manage to cover difficult material appropriately without making the session itself a torture, so thank you!*

“

*I could have stayed all day! The examples and how we could use them were really thought-provoking and provided a fresh idea to approaching marketing.*

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



## Further Information

Grow Education Partners is a subsidiary company of LDBS (London Diocesan Board for Schools). 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.

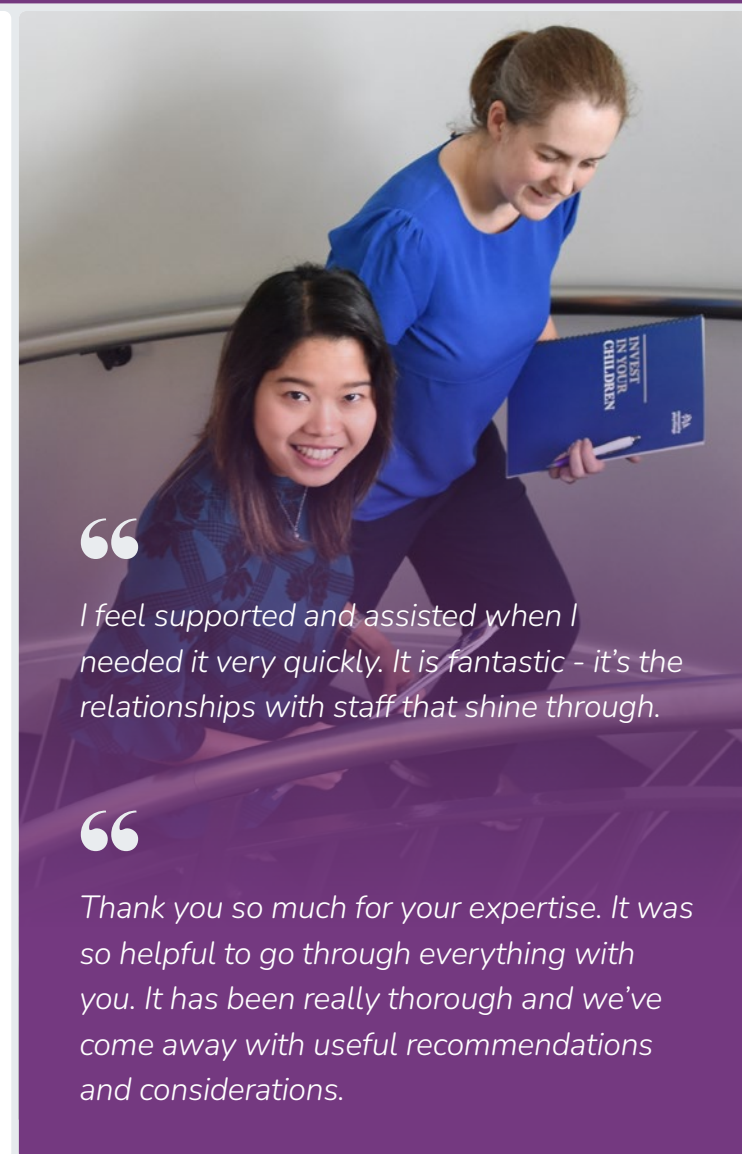
### For more information...

- **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](http://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 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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*Thank you so much for your expertise. It was so helpful to go through everything with you. It has been really thorough and we've come away with useful recommendations and considerations.*

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