

PROFESSIONAL WORKFORCE DEVELOPMENT

**FOR TEACHERS, TRAINERS, LEADERS AND MANAGERS
IN THE FURTHER EDUCATION AND TRAINING SECTOR
(2019/20)**

VISIT [ETFFOUNDATION.CO.UK](https://www.etfoundation.co.uk) OR CALL 0800 831 830

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I am very grateful to the Education and Training Foundation for their partnership in building upon the successes of previous programmes at the Oxford Saïd Business School. For example, over 3,800 FE teachers have attended other ETF enhancement programmes designed to improve their knowledge and confidence in teaching maths and English GCSE. This is a major investment in sector leadership. It is important to me, as I'm sure it is to you, and I hope you will take advantage of it.

APPRENTICESHIPS AND SKILLS MINISTER, ANNE MILTON MP

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The courses are lively and engaging, and offer a range of strategies to make effective change in our students and the way we tackle resistance to learning. We have taken away a wealth of practical ideas that have already made an impact to learner engagement in our classrooms, and our planning of activities to achieve learning outcomes has become more creative.

NATALIE MORTON, ENGLISH TEACHER,
CROYDON COLLEGE

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ABOUT US

The Education and Training Foundation (ETF) is the sector-owned, government-backed workforce development body for the Further Education (FE) and Training sector.

Our role is to commission and deliver Continuous Professional Development (CPD) for teachers, leaders and trainers to support government policy and meet sector needs. Our charitable purpose is to improve education and training for learners aged 14 and over. We support the continuing transformation of our country's technical and vocational education system by ensuring the sector has world-class teachers, trainers, assessors and leaders. This leads to ever-improving learner outcomes, a better skilled workforce and a stronger economy, country and society.

Everything we do is in pursuit of our vision of:

- Highly effective, professionally confident teachers and trainers
- First class leadership of the sector
- FE as the career of choice for ambitious professionals who wish to make a difference.

We do this by improving, driving and championing the quality of the sector's leadership, teaching and training through:

- Setting and promoting high professional standards, awarding QTLS and ATS, and managing the Society for Education and Training (SET), the professional membership body for the sector
- Supporting the FE sector to succeed through reform and change
- Leading professional development for teachers, trainers, assessors, leaders and governors
- Creating independent, impartial and comprehensive workforce data and research.

OUR APPROACH

We support the sector with a considered, evidence-based and inclusive approach to CPD. This is underpinned by the sector's Professional Standards, developed under our leadership.

Our extensive research underpins what we deliver. In developing our programmes, we work in partnership with our 20,000 SET members, expert panels, employers and key sector bodies. The sector's Professional Standards, developed in 2014, provide a powerful common language for teachers and trainers and help you continue to improve and develop your practice alongside your subject knowledge. They provide a professional development framework for individuals, teams and organisations. The framework is based on Professional Values and Attributes, Professional Knowledge and Understanding, and Professional Skills.

WELCOME

At the heart of every successful educational institution is a highly professional workforce led with expertise, vision and skill. Since we were formed in 2013, our role has been to support you in striving for excellence in everything you do.

The Education and Training Foundation (ETF) is the national expert in designing and delivering effective Professional Learning and Development in FE. This ranges from leadership development through maths and English enhancement, to Prevent training and use of learning technology. We manage professional networks, support recruitment into the sector and provide key workforce data and research.

This year we are expanding our highly successful suite of leadership and governance programmes; launching our diversified support for technical teaching to prepare for T Levels; managing the new Centres for Excellence in Maths in FE; and providing a wide range of development programmes to meet the needs of professionals.

We are proud that the Society for Education and Training (SET) will top 20,000 members this year and has rapidly evolved to become an inclusive and vibrant national professional body.

The ETF, through SET, is the only body which confers Qualified Teaching Learning and Skills (QTLS) status and Advance Teacher Status (ATS), which now also brings with it the coveted Chartered Teacher status (CTeach).

The reform of QTLS and the advent of ATS have led to these becoming the trusted badges of professionalism in teaching in FE.

Successful colleges and other FE providers take a strategic approach to developing their people. As the sector-owned national professional development body for FE, we are responsive to your needs, supporting excellence in your organisation through our programmes set out in this annual brochure.



David Russell Chief Executive

KEY WEBSITES

As well as our main website etfoundation.co.uk, which gives an overview of the entire ETF offer, we also provide dedicated websites that offer a wide range of resources and online learning.

Course bookings

Our full range of courses can be booked on the ETF Booking website.

➤ Go to booking.etfoundation.co.uk
☎ or call 0800 0831 830

Enhance Digital Teaching Platform

Easy access anywhere, anytime, on any device to free, bite-size training modules to help you develop your teaching, training and assessment practice using technology.

➤ Go to enhance.etfoundation.co.uk

Excellence Gateway

Easy access to thousands of free resources to support your professional development in the Further Education and Training sector and the home to our specialist exhibition sites.

➤ Go to excellencegateway.org.uk

FE Advice

Information and guidance on becoming a teacher in the Further Education and Training sector.

➤ Go to feadvice.org.uk
☎ or call 0300 303 1877

Foundation Online Learning

Free online learning covering a range of subjects including maths and English, Prevent, leadership, safeguarding and equality.

➤ Go to foundationonline.org.uk
☎ or call 0300 303 1877

Leadership Hub

Resources, support and courses for leaders, senior staff, governors and clerks.

➤ Go to leadershiphub.etfoundation.co.uk

Prevent

Guidance, links and resources for teachers and trainers – including a link to the Side by Side Prevent Duty online free modules for learners.

➤ Go to preventforfeandtraining.org.uk

SIR Data Insights

Strategic workforce data website featuring the employment and working patterns of thousands of staff across the sector.

➤ Go to sirdatainsights.org.uk

Society for Education and Training

The professional membership body for practitioners working in the Further Education and Training sector.

➤ Go to set.etfoundation.co.uk



PROFESSIONAL

MEMBERSHIP

- **Looking to get the professional recognition you deserve?**
- **Want to take ownership of your career development?**
- **Keen to be part of the largest professional network of teachers and trainers?**

Society for Education and Training

The Society for Education and Training (SET) is the membership body dedicated to professionals working across further education, vocational teaching and training.

It is the professional membership arm of the Education and Training Foundation (ETF).

SET is the largest membership body in the post-14 education sector and growing rapidly, with 20,000 members. All its members share a common desire to strive for excellence in all they do.

It helps the careers of professionals working across further education, vocational teaching and training, inspiring them to be even better, and connects them with thousands of like-minded professionals and experts.

As part of the ETF, SET campaigns to raise the status of the profession, champions the quality of professionals in the sector and provides access to the best research and expert views there are.

SET is the only body which can confer Qualified Teacher Learning and Skills (QTLS) status, which has legal parity with QTS for teaching in schools.



It also confers Advanced Teacher Status (ATS), which enables holders to become Fellows of SET and be conferred with Chartered Teacher Status, through its association with the Chartered College of Teaching.

SET members include trainers, teachers, assessors, tutors, support staff, mentors, coaches and managers, working across the rich diversity of settings in education and training.

This includes general further education colleges, independent training or employer providers, adult and community learning providers, as well as the voluntary sector, justice sector (including prisons) and the armed forces.



We're delighted to be partnering with the Society for Education and Training. The partnership signals our commitment to our staff and, in turn, our students. This partnership allows us to recognise the expertise of our staff and puts continual development at the heart of what we do. It ensures that professionals continue to be empowered and we are delighted to encourage our staff to engage in important sector-wide research into practice initiatives.

MANDIE STRAVINO, DERBY COLLEGE GROUP, CHIEF EXECUTIVE



The benefits of SET membership include:

Your career

- Your passport to gain Qualified Teacher Learning and Skills (QTLS) status – the badge of professionalism which helps you to progress and further develop your career, and creates a pathway to Advanced Teacher Status (ATS).
- Exclusive and unlimited access to a powerful online research and career portal, specific content based on a range of specialisms as well as discounts on the ETF's CPD courses.

Your profession

- Be part of an organisation that promotes and champions the quality of the sector's teachers, trainers, assessors and leaders.
- Receive your own quarterly printed copy of the highly regarded *inTuition*, the most widely-read journal for those working in post-14 education.
- Measure and demonstrate your development progress, with the online self-assessment and CPD planner, using the Professional Standard.

Your community

- Reach out and contribute to your SET community via member-only webinars, webchats, local network groups and Facebook communities.
- Become a valued mentor on the mentoring service, or gain valuable support from the service as a mentee.



Corporate Partnerships

Becoming a SET Corporate Partner serves as a badge of recognition for organisations within the FE and Training sector. It highlights an organisation's commitment to investing in their staff development, career progression and the recruitment of high-quality teachers and trainers. It also supports their quality strategy through the integration and self-assessment of the Professional Standards for teachers and trainers amongst their practitioners.

SET membership will help organisations to further professionalise their workforce by empowering staff to develop their skills and knowledge. This in turn should lead to improved outcomes for learners through better quality teaching.

Want to find out more?

- ➡ Go to set.etfoundation.co.uk
- ✉ or contact Martin Reid, SET Director
martin.reid@etfoundation.co.uk

A photograph of two young women sitting at a desk, looking at a computer screen. The woman on the left has long dark hair and is smiling broadly. The woman on the right has long blonde hair tied back and is also smiling. In the background, there are posters on the wall, including one with a tic-tac-toe grid and the word 'THE' and another with the word 'OUTSIDE'.

PROFESSIONAL

STATUS

- Interested in gaining the badges of professionalism?
- Want to develop your subject knowledge?
- Keen to improve your teaching methods?

Achieving QTLS and ATS signals to employers and colleagues a commitment to excellence and impactful teaching.

Qualified Teacher Learning and Skills (QTLS)

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QTLS TAKES APPROXIMATELY 6 MONTHS TO COMPLETE.



Gaining QTLS has significantly and positively impacted on my students. I have also kept up to date with new technologies in the classroom, increasing learner engagement and motivation. This is evident in the students' grades that have been achieved since gaining this status.

POLLY WARDLE, QTLS,
SENIOR SPORTS LECTURER



Qualified Teacher Learning and Skills (QTLS) status is the badge of professionalism for practitioners in the Further Education and Training sector, with more than 20,000 having achieved this status.

The nationally-recognised status is achieved by successfully completing a 'professional formation' process. This enables you to develop skills and knowledge relevant to your practice. It also signals to employers and colleagues your commitment to excellence, by working collaboratively with colleagues.

Underpinned by the Professional Standards, QTLS helps you to critically reflect on the difference the process has had on your teaching practice and on your learners. Increasing numbers of providers and employers are encouraging and supporting teaching staff to gain QTLS in order to demonstrate their commitment to quality and professionalism of teaching in their organisation.

Want to find out more?

➤ Go to set.etfoundation.co.uk/qtls
✉ or contact Patricia Odell
patricia.odell@etfoundation.co.uk

92% OF CANDIDATES BELIEVE
QTLS HAS HAD A POSITIVE
IMPACT ON THEIR PRACTICE.

92%

Advanced Teacher Status (ATS)

After gaining QTLS, Advanced Teacher Status (ATS) is the next natural career step.

It also recognises practitioners' effectiveness in working collaboratively to raise teaching standards amongst their colleagues, peers and improve the quality of teaching and learning in their organisation. ATS holders are also conferred with Chartered Teacher Status from the Chartered College of Teaching.

ATS takes approximately one year to complete.

Want to find out more?

➤ Go to set.etfoundation.co.uk/ats
✉ or contact Patricia Odell
patricia.odell@etfoundation.co.uk

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ATS means that I am recognised as an advanced practitioner in education locally and nationally. I have received a special recognition award through the college. I now engage with colleagues, managers and senior leaders in developing and improving teaching, learning and assessment. I would recommend ATS to anyone who is driven to have more impact and would like to continue their professional journey. It is an honour to be awarded ATS and it definitely builds up my professional confidence and resilience in working in the education and training sector.

JOYCE CHEN, ATS, EXPERIENCED LECTURER

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The ATS process is rigorous, and it really pushed me outside of my comfort zone. ATS is transformational. The great thing about it is how specific it can be to your role, your specialism and, ultimately, to the benefit of your own learners.

Further more ATS has given me a badge of professionalism, which can act as a platform to support the next generation of aspiring teachers and colleagues I work alongside. I am extremely proud to be part of a growing community of recognised sector experts.

DAVE SHURMER, ATS, SPORT AND LEISURE TRAINER,
ASSESSOR AND INTERNAL QUALITY ASSURANCE VERIFIER

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A background image showing two women in the foreground, looking towards the left. The woman on the left has blonde hair and is wearing a blue lanyard. The woman on the right has dark hair and glasses, also wearing a blue lanyard. They appear to be at a professional event or conference. Other people are visible in the background, slightly out of focus.

CPD SUPPORT FOR TEACHERS AND TRAINERS

- **Want to develop your technical knowledge and skills?**
- **Need tailored support to help your learners succeed ?**
- **Looking for free teaching resources online?**

Teachers, trainers and leaders like you are the lifeblood of the sector, which means it is crucial that there is a range of high-quality programmes, courses and resources to support your critical roles. Following continual research with sector leaders, practitioners and employers, the ETF delivers a wide variety of Continuous Professional Development (CPD) support with this clear aim.

T Level Professional Development offer

We have developed a suite of high quality professional development offers to support the teachers, trainers and leaders who will be delivering T Levels in 2020 and beyond.

We bring to this role our experience, our expertise and our commitment to working in partnership with the sector. There are many examples of providers who deliver outstanding technical education and we want to use their expertise and that of employers, professional bodies, T Level panels and others in the design of the T Level Professional Development offer.

The aim of the offer is to ensure that further education and post-16 providers in the first two tranches are T Level ready, as well as supporting those wanting to deliver them later. This means ensuring that teachers and trainers have the teaching skills, subject knowledge and confidence needed to deliver a high-quality T Level programme from the outset.

The flexible offer is shaped around the needs of providers and their workforce alongside relevant regional, employer and curriculum needs.

The five key strands of the offer are:

- **Ongoing professional development needs analysis:** Building a clear understanding of professional development needs. This ongoing process informs the development of the offer and learn from the excellent practice that already exists.
- **Understanding T Levels:** Ensuring that all staff understand T Levels and what the introduction of T Levels means for their job.
- **Teacher development programme:** Focusing on pedagogy (core teaching skills and methods); practice (subject knowledge and subject specific teaching); professional knowledge (industrial and employability understanding for teachers); and developing teachers' capacity to embed maths, English and digital skills in technical teaching environments.
- **Knowledge Hubs and Industry Insight activity:** Embedding learning from the teacher development offer through teacher development networks, focused on T Level pathways and regions, and with input from industry and professional bodies, in order to develop teaching practice. There will be opportunities for work shadowing, carrying out work placements and immersive industry placements in addition to attending employer led practice and development workshops.
- **Organisational readiness:** Focusing on professional development around leading and managing educational change, targeted at middle managers, with a particular focus on teaching leadership and curriculum planning / timetabling.

Want to find out more?

➡ Go to etfoundation.co.uk/tlevels
 ✉ or contact Sam Dilliway-Davies
sam.dilliway-davies@etfoundation.co.uk

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We have announced the investment of £8m in a new bespoke T Level Professional Development offer, led by the Education and Training Foundation, to help staff prepare for the change and successfully deliver the first T Levels. This will be vital training to build on the expertise we currently have, so we are ready for the future.

APPRENTICESHIPS AND SKILLS MINISTER, ANNE MILTON MP

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Maths and English

Our Maths and English CPD offer supports practitioners with specific, targeted courses to boost personal skills and teaching approaches. We offer flexible and comprehensive CPD, providing face-to-face, online and blended provision to support effective teaching of maths and English for teachers, middle managers and subject leaders.

The ETF's Maths and English Regional Specialist Leads offer free, in-depth advice and guidance, identifying the best options available for organisations and individuals.

Want to find out more?

➤ Go to etfoundation.co.uk/mathsandenglish
✉ or contact Imke Djouadj
imke.djouadj@etfoundation.co.uk

Centres for Excellence in Maths

The Centres for Excellence in Maths (CfEM) programme is a national improvement project aimed at delivering a step change in maths teaching up to Level 2 in post-16 settings. The ETF has been contracted by the Department for Education (DfE) to manage and lead this programme on its behalf.

The ETF is working with a range of expert delivery partners and the 21 Centres to help increase the number of young people leaving compulsory education with basic maths skills, up to GCSE and equivalent level. This is to help improve their employability and engage with further learning.

Want to find out more?

➤ Go to etfoundation.co.uk/cfem
✉ or contact Sam Antill
samantha.antill@etfoundation.co.uk



I am pleased that the Education and Training Foundation has been chosen to lead this exciting maths programme so that more young people have the skills they need to get on in life. This is a great opportunity to really understand and share 'what works' to support maths teaching across the Centres, the networks they will be developing, and the wider sector.

APPRENTICESHIPS AND SKILLS MINISTER, ANNE MILTON MP



Outstanding Teaching Learning and Assessment (OTLA)

Our OTLA programme enables practitioners to work collaboratively to improve their teaching, learning and assessment practice.

Collaborative projects are a form of action research and provide practitioners with the time and space to systematically improve an aspect of their practice, drawing on research evidence. Participants have told us how the programme increased their confidence in teaching, helped them to understand how to improve their practice and increased their engagement with research evidence.

We also organise Professional Exchanges, which are local groups that engage regularly. They identify practitioner focused issues, and support practitioners to reflect on their practice, and share, collaborate and develop solutions.

Want to find out more?

- Go to etfoundation.co.uk/otla
- Go to etfoundation.co.uk/pen
- ✉ or contact Julie Gibbings-Garrett julie.gg@etfoundation.co.uk

Teach Too

The ETF encourage employer and provider collaborative working. These partnerships enable co-curriculum design, planning and delivery, ensuring that there is a clear route to employment and genuine opportunities for two-way working. This supports the planning of curricula that is 'fit for purpose' and addresses quality improvement in technical teaching, learning and assessment.

During the next stage of this programme, providers and employers will be invited to trial Teach Too resources, toolkits and checklists aimed at addressing some of the challenges of technical education reform implementation while addressing the skill needs of individuals, communities and businesses.

Want to find out more?

- Go to etfoundation.co.uk/teachtoo
- ✉ or contact Cerian Ayres cerian.ayres@etfoundation.co.uk

11k

ACROSS 2018/19 OVER 11,000 PARTICIPANTS WERE ACTIVELY ENGAGED WITH TEACH TOO PROGRAMMES.

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These courses are pitched perfectly for anyone facing the challenge of teaching reluctant learners English in post-16 education.

NATALIE MORTON, COORDINATOR FOR GCSE ENGLISH,
CROYDON COLLEGE

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Practitioner Research

We are working closely with the University of Sunderland Centre for Excellence in Teacher Training (SUNCETT) to support practitioners across England with research projects, enhancing their professional development and benefiting their learners and institutions. Over the last year, 36 practitioners successfully completed the programme.

There are now two qualification routes available; a one-year MA Module in Educational Research targeted at teachers starting out in research, and a two-year Master of Philosophy (MPhil) programme in Educational Research aimed at those seeking to take their research to the next level.

Want to find out more?

- Go to etfoundation.co.uk/practitionerresearch
- ✉ or contact Anna Douglas
anna.douglas@etfoundation.co.uk
and Anne Hudson
anne.hudson@etfoundation.co.uk

Technical Teaching Fellowships

This programme is delivered in partnership with the Royal Commission for the Exhibition of 1851, with the aim of promoting excellence in industrial and technical education. The programme celebrates, develops and disseminates exceptional practice in technical teaching, to support and empower the industrial and technical expertise of future generations. Funded fellowships enable successful applicants to develop and promote a model of professional excellence in their delivery of technical education.

Want to find out more?

- Go to etfoundation.co.uk/technicalteachingfellowship
- ✉ or contact Cerian Ayres
cerian.ayres@etfoundation.co.uk

Prevent and Safeguarding

We provide training on these integral and sensitive subjects to practitioners, leaders and organisations as well as providing resources for learners. More than 260,000 people have enrolled on our Prevent Duty staff and governor awareness raising modules as well as engaging with online training on our Prevent for FE and training website. We have developed our Side by Side resources that have been used by over 250,000 learners to raise awareness of the dangers of radicalisation and extremism to learners. We also offer face-to-face open access and in-house training in British values, equality and diversity, and safeguarding.

Want to find out more?

- Go to etfoundation.co.uk/prevent
- ✉ or contact Selina Stewart
selina.stewart@etfoundation.co.uk

Supporting SEND Learners

We have a range of resources and training programmes to support you to ensure that learners with Special Educational Needs and/or Disabilities (SEND) achieve their aspirations.

In 2019-20, three national Centres for Excellence in SEND will provide support for leaders by leaders to increase expertise in SEND across the sector. Each centre will host communities of practice for managers and practitioners to share and test ideas on what works in SEND.

We will be continuing our comprehensive and coherent CPD offer for practitioners and managers working in SEND.

The specialist SEND Exhibition site on the Excellence Gateway hosts a range of free downloadable resources for practitioners, managers and leaders. Also on offer are our well received Essential SEND Managers and specific needs programmes will also continue.

Want to find out more?

➔ Go to etfoundation.co.uk/send
✉ or contact Teresa Carroll
teresa.carroll@etfoundation.co.uk

Support for Apprenticeships

The Apprenticeship Support offer will provide support to managers, teachers, trainers, assessors, employers, leaders and those involved in governance.

Primarily this will help with the transition from apprenticeship frameworks to the delivery of the new standards, ensuring effective preparation for end-point assessment.

There are five key areas of support:

- Understanding requirements, systems, delivery and capacity
- Planning for transition and delivery
- Delivering apprenticeship standards
- Preparing for end point assessment
- Innovation and delivery improvement.

This support offer builds on the success of the Future Apprenticeships programme which provided almost 7,000 practitioners with high-quality continuing professional development. The apprenticeship offer supports workforce development through the pivotal stage of technical education reform to build capacity for improvement in teaching, learning and assessment, ensuring successful outcomes for individuals, communities and businesses.

The toolkits and wide range of resources available as part of the Apprenticeship Support offer are accessible to providers through the Apprenticeship webpages.

Want to find out more?

➔ Go to etfoundation.co.uk/apprenticeships
✉ or contact Cerian Ayres
cerian.ayres@etfoundation.co.uk

7K

OUR LEGACY FUTURE
APPRENTICESHIPS
PROGRAMME PROVIDED
ALMOST 7,000 PRACTITIONERS
WITH HIGH-QUALITY CONTINUING
PROFESSIONAL DEVELOPMENT.

Study Programmes

We offer support to enable teachers and managers to develop study programmes that focus on the progression of young people. Our support packages are aligned to the Department for Education's principles. There are free materials available on the Study Programmes exhibition site.

Want to find out more?

- Go to etfoundation.co.uk/studyprogrammes
- ✉ or contact Julie Gibbings-Garrett
julie.gg@etfoundation.co.uk

Teaching HE in FE

Around 10% of Higher Education (HE) in England is delivered within the Further Education (FE) sector. We want to make sure there is suitable training available for those delivering these high-quality programmes, including Higher Level Apprenticeships.

The economic impact of HE provision in FE Colleges is nearly £4 billion a year.

We worked with the University of Derby to develop a Level 5, 30-hour free-standing CPD module which can be downloaded. This includes delivery materials, references and a comprehensive handbook guide.

Want to find out more?

- Go to etfoundation.co.uk/HEinFE
- ✉ or contact Howard Pilott
howard.pilott@etfoundation.co.uk

Online Teaching Resources

EBSCO

SET members can access the world-leading EBSCO research journal collection, comprising a wide range of national and international education research. This allows members to deepen their teaching and training expertise. As a member you will gain exclusive online library access to articles from more than 1,300 education journals, 530 e-books and monographs and 2,300 education-related conference papers. In addition, EBSCO's specially-curated selection of articles on teaching leadership, career development and personal development will provide the latest advice and information to help you develop your employability and management skills.





ETF Learners

This service provides free, online Prevent Training aimed at learners. The short, online courses cover:

- Radicalisation and extremism
- Staying safe online
- British values
- What can you trust?

Want to find out more?

➤ Go to etfleaders.org.uk

25_k

25,000 VISITS A MONTH ON THE EXCELLENCE GATEWAY.

Excellence Gateway

This is our resources portal where more than 7,000 free resources can be searched and browsed, covering a broad range of areas such as SEND, Offender Learning and English for Speakers of Other Languages (ESOL), including project outcomes and effective practice examples. Many of these resources are developed by the sector, for the sector. Once you register you can even store your own resources on there.

Want to find out more?

➤ Go to excellencegateway.org.uk

180_k

OVER 180,000 PEOPLE ACCESS OUR FOUNDATION ONLINE LEARNING PLATFORM EVERY YEAR.

Foundation Online Learning

This e-learning platform provides a range of free and paid-for online learning programmes to support improving organisational performance and learning delivery. Programmes include digital skills, maths and English, Prevent, Safeguarding, leadership and governance, advancing equalities – and many more.

Want to find out more?

➤ Go to foundationonline.org.uk

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These support programmes have been consistently delivered in good time and on budget. Our view is that the sector is getting very good value for money from the ETF which is important because there is so much more to do.

MARK DAWE, CHIEF EXECUTIVE,
ASSOCIATION OF EMPLOYMENT AND LEARNING PROVIDERS

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The Education and Training Foundation provides crucial training and support for colleges and other providers. Every college works strenuously to improve teaching, learning and the student experience, so the ETF's support and investment, particularly on common issues and challenges, can help enormously. All of this is important because, ultimately, improved quality in colleges benefits students, employers and communities.

DAVID HUGHES, CHIEF EXECUTIVE,
ASSOCIATION OF COLLEGES

”



EDTECH

SUPPORT FOR

PRACTITIONERS

- **Want to develop your teaching, training and assessment practice using technology?**
- **Looking to improve your personal digital skills?**
- **Looking for support to upskill your staff as part of your digital strategy?**

Technological advances are giving teachers, trainers and assessors new means of delivering more personalised and creative learning experiences for students. The Department for Education's (DfE) EdTech Strategy sends a clear message about the opportunities that learning technologies provide to support effective ways of working and to prepare learners for the changing world of work.

In line with DfE's EdTech mission, the ETF is committed to supporting the FE and Training sector workforce to explore, adopt and lead in use of technology, as set out in our three-year EdTech Strategy released in 2018. In this section, you can find out about the range of training, programmes and resources we offer.

Want to find out more?

➤ Go to etfoundation.co.uk/edtech

Digital Teaching Professional Framework

Our Digital Teaching Professional Framework (DTPF) sets out what digital skills progression means in three stages of personal development – Exploring, Adopting and Leading. It provides a useful tool for teachers, trainers and assessors to reflect on use of technology and to understand their current level of competence. The DTPF was developed in collaboration with Jisc and is mapped to Jisc's Digital Capabilities framework, as well as the ETF's Professional Standards.

Want to find out more?

➤ Go to etfoundation.co.uk/DTPF

✉ or contact Vikki Liogier
vikki.liogier@etfoundation.co.uk

Enhance Digital Teaching Platform

Our Enhance Digital Teaching Platform provides free, bite-size training mapped onto the DTPF to help practitioners develop their use of technology in teaching, learning and assessment. Users can access the training anytime, anywhere, on any device. Modules on average take users five to six minutes to complete. Users can rate the content and leave feedback for others to see, as well as earn digital badges for completion.

The Enhance Digital Teaching Platform Management Dashboard, launching in autumn 2019, helps learning providers to use the platform as an organisation-wide support for upskilling staff as part of a professional development strategy.

Want to find out more?

➤ Go to enhance.etfoundation.org.uk

5-6

MODULES TAKE USERS AN AVERAGE OF FIVE TO SIX MINUTES TO COMPLETE.

“

We've asked all of our staff at Waltham Forest College to use the Enhance modules because we want to achieve a level playing field where everyone understands how technology can enhance teaching and training.

DARREN KIRWIN, HEAD OF QUALITY,
WALTHAM FOREST COLLEGE

”

Digital Skills Courses on Foundation Online Learning Other Programmes

We have developed a range of courses to enhance personal digital skills and how to apply these in a teaching and training environment. The ETF digital skills courses offer:

- A free, online self-assessment tool and introductory modules
- Follow-up courses to develop the application of digital skills
- Online courses to develop the application of these skills in the learning environment.

Courses are delivered online through Foundation Online Learning with tutor support.

Want to find out more?

➔ Go to etfoundation.co.uk/digitalskills
or contact Vikki Liogier
vikki.liogier@etfoundation.co.uk

We support a range of active research programmes including the Outstanding Teaching Learning and Assessment (OTLA) Digital programmes. These programmes focus on the collaborative development of teaching. They look to evidence the most effective ways to spread and embed use of technology to achieve measurable improvements in teaching, learning and assessment.

Some of these projects have focused on exploring how the digital capability of students can be harnessed to support staff in their use of technology for teaching, learning and assessment. The projects have looked at building trainer/teacher skill and confidence in developing student-staff partnerships.

Want to find out more?

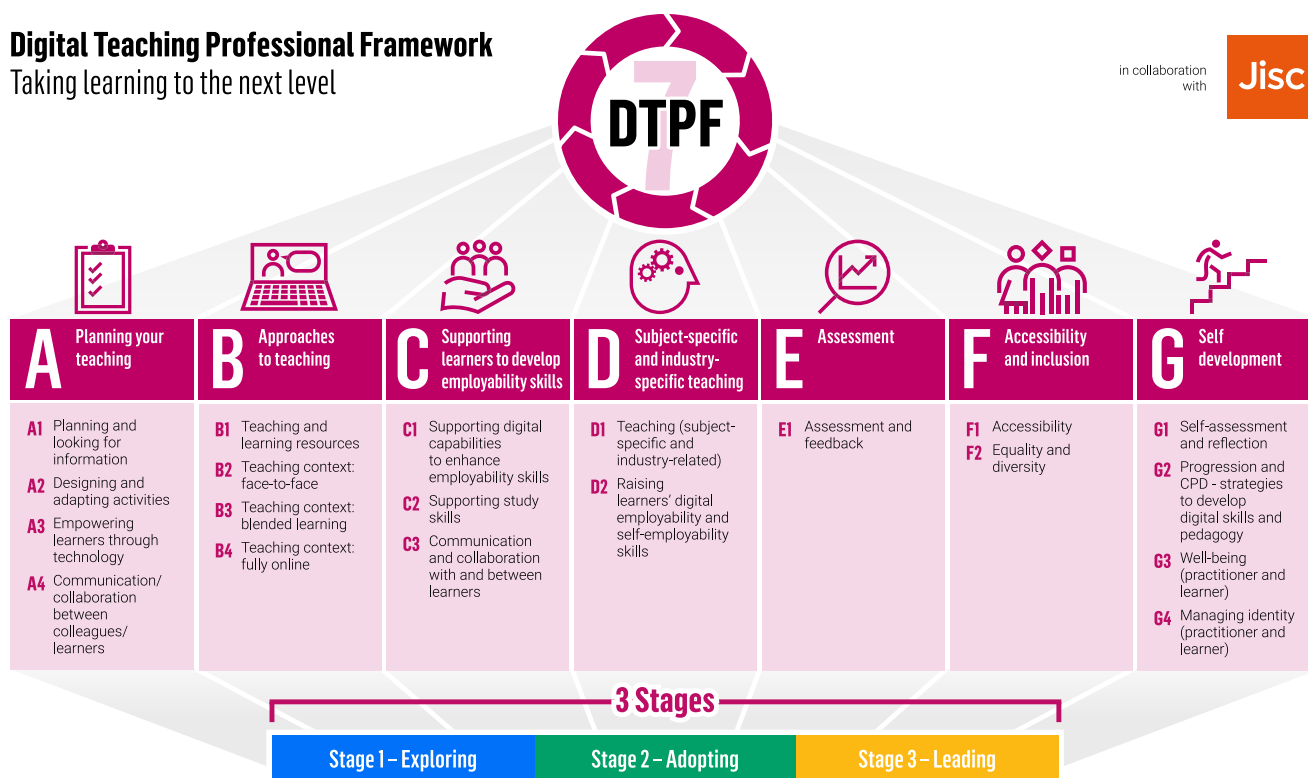
➔ Go to et-foundation.co.uk/OTLA-digital

Digital Teaching Professional Framework

Taking learning to the next level

in collaboration with

Jisc





CPD SUPPORT FOR LEADERS

- **Want to develop your senior leadership skills at prestigious institutions?**
- **Interested in accessing peer support including alumni?**
- **Want to communicate a vision with impact?**

If you are in a senior leadership role, our Leadership Hub provides responsive professional development to help you continue to develop the key capabilities you need most. There are a number of training programmes available based on your level of experience.

The Leadership Hub is led by Sir Frank McLoughlin CBE, one of the leading voices in the Further Education (FE) and Training Sector. Frank was Principal of City and Islington College until July 2016, and has advised on policy development at a local, regional and national level.

Strategic Leadership Programme for Principals and CEOs

Together with the Saïd Business School at Oxford University, we have designed this programme to raise leadership capability and capacity for Principals and Chief Executive Officers (CEOs) across the sector.

The programme provides participating Principals and CEOs with a deeper understanding of their role as change agents and the critical part they play in delivering the ambitious plans for the FE sector, raising its capability and prestige. It applies thinking about leadership in the context of them as individuals, their organisation and the sector as a whole.

Participants benefit from:

- Enhanced capacity to operate at a senior level in a complex and fast-changing environment
- Ability to plan, lead and implement strategy for long-term sustainable advantage
- Key skills for effective risk and reputation management
- Understanding important trends in the sector
- A deeper understanding of the political complexity of management
- A diverse and talented group of peers with whom to learn, exchange experiences, and generate ideas
- Membership of Oxford Business Alumni Network.

Want to find out more?

✉ or contact Jo Matthews

jo.matthews@etfoundation.co.uk

or Mark Wright

mark.wright@etfoundation.co.uk

Find out more about how we can support your leadership development:

➡ Go to

leadershiphub.etfoundation.co.uk

150

150 PARTICIPANTS HAVE GONE THROUGH THE PROGRAMME OVER SIX COHORTS.

“

Probably the best day's development I've had. This @E_T_Foundation Strategic Leadership programme @OxfordSBS is excellent.

IAN PRYCE CBE, @IPRYCE, CHIEF EXECUTIVE OF BEDFORD COLLEGE AND CO-FOUNDER OF COLLAB

”



Chief Financial Officer Programme

In response to demand and supported by the results of a national survey of Finance Directors, we have co-developed a course with the Institute of Chartered Accountants of England and Wales. This is to support Chief Financial Officers (CFOs) to become more effective strategic business partners within their organisations. This blended learning programme includes e-learning, a residential and an extended period of coaching.

Want to find out more?

✉ Please contact Chris Jones

chris.jones@etfoundation.co.uk

or Mark Wright

mark.wright@etfoundation.co.uk

100

100 PARTICIPANTS HAVE COMPLETED THE CFO PROGRAMME OVER FIVE COHORTS.

“

I'm clearer about what can cause change programmes to falter, how to get projects back on track, and how to deal with the barriers to change that we come across. I also think the programme has increased my awareness of the importance of the role of CFO and the influence that a CFO can exert across the whole organisation.

DAVID MOIR, DEPUTY PRINCIPAL, FINANCE & RESOURCES,
BASINGSTOKE COLLEGE OF TECHNOLOGY

”

“

As a result of attending the course I am definitely more precious where I spend my time and effort, making sure I create time away from operational tasks towards more strategic work. One of the big things is being more selective on what tasks I take on and those I pass back or delegate.

LORRAINE SWIFT, VICE PRINCIPAL FINANCE AND PLANNING,
SHIPLEY COLLEGE

”



Leading from the Middle Programme

Leading from the Middle is the FE and Training sector's new high-impact development programme for middle managers, a tier of leadership and management that is increasingly vital to the success of any organisation. This innovative programme is run by a team of experts from across the sector and beyond and supported with a range of supplementary input from sector experts. The programme will motivate and inspire middle leaders and build leadership capacity in the organisation, as evidenced by almost 70 participants who have taken part in the programme so far.

Preparing for CEO Programme

Alongside our Strategic Leadership Programme for Principals and CEOs, this Programme is open to senior leaders across FE and designed to prepare them to become a Principal or CEO within the next two to three years. It is also delivered in partnership with Saïd Business School, University of Oxford. 130 participants have already taken part in the programme, with several now in the principal/CEO position within a college.

Want to find out more?

✉ Please contact Jo Matthews
jo.matthews@etfoundation.co.uk
 or Mark Wright
mark.wright@etfoundation.co.uk

Want to find out more?

✉ Please contact Pauline Odulinski
pauline.odulinski@etfoundation.co.uk
 or Mark Wright
mark.wright@etfoundation.co.uk

Find out more about how we can support your leadership development:

➡ Go to
leadershiphub.etfoundation.co.uk



A crucial part of the ETF's role is ensuring the FE and Training sector has world class leaders. As well as complementing the range of leadership initiatives that we already offer, this programme helps to future-proof the sector and ensure that there is a continual flow of high-quality people who can successfully manage and lead our key institutions.

SIR FRANK MCLOUGHLIN CBE, ASSOCIATE DIRECTOR FOR LEADERSHIP,
 THE EDUCATION AND TRAINING FOUNDATION





CHAIRS AND

GOVERNORS

DEVELOPMENT

- Need a structured approach to Board member induction and development?
- Want to ensure you are fully equipped to fulfil your Board member role?
- Keen to develop your governance skills and behaviours to provide support and challenge?



The Education and Training Foundation's Strategic Leadership course with the Oxford Saïd Business School provided a brilliant opportunity to develop my skills as Chair of a college. In particular it provided development time to strengthen my understanding of good governance and provide an ideal opportunity to create learning networks with other chairs – all with top tutors in ideal surroundings.

STEPHEN BARNES, CHAIR OF GOVERNORS,
NELSON AND COLNE COLLEGE



Chairs' Leadership Programme

This programme is designed to explore governance leadership with a clear focus on the Chair's impact as a leader of the board. It provides a unique opportunity for Chairs to take time out to reflect on their role as governance leaders and to identify ways in which they can further enhance the value they add to the Board and their wider organisation.

The programme is highly interactive, engaging and is designed to encourage the sharing of good practice and new networks of governance leaders across the sector.

Governor Development Programme

A comprehensive and structured approach to board member induction and development. The programme ensures board members are equipped with the necessary skills and knowledge to fulfil their responsibilities. The activities develop the skills and behaviours to operate effectively in order to provide support, challenge and add value as an effective board member.

Governor Recruitment Service

Inspiring FE Governance recruits volunteers with the right expertise, skills, knowledge and attributes to serve on the governing boards of FE colleges and providers.

Continuing Support of Governors

- Regional governance events – in conjunction with the AoC
- Staff governor conference
- Student inductions
- Clerks' development
- Prevent and safeguarding training.

Want to find out more?

➡ Go to

leadershiphub.etfoundation.co.uk

✉ or contact Evan Williams

evan.williams@etfoundation.co.uk

or Mark Wright

mark.wright@etfoundation.co.uk



SECTOR

RECRUITMENT

SUPPORT

- Looking for more teachers and trainers who are industry experts?
- Need to retrain teachers to facilitate learning in subjects with a skill shortage?
- Want to support your teachers to gain relevant technical knowledge, skills and industry insight?

In order to face modern economic and social challenges, the sector needs to increase the supply and quality of its teachers and leaders. We facilitate programmes and initiatives to promote the teaching profession, inform those who are interested in joining, and attract new teachers through different pathways.

FE Advice Line

As well as championing those already working in the sector, we want to encourage a wider pool of talent to enter Further Education (FE) and Training. Our national FE Advice Line, website and dedicated team of experts provide free and comprehensive information about the FE and Training system in England.

The website offers a wide range of information from routes to become a teacher through to opportunities for further training and qualifications for teachers, trainers and assessors. We cover the variety of the sector and most of what you need to know as a new entrant or an existing worker including information on the Society for Education and Training (SET). Our trusted team of advisors, who have all been FE teachers and trainers, are experts at answering your queries on anything about teaching in the sector.

Want to find out more?

➔ Go to feadvice.org.uk
 ☎ or call **0300 303 1877**
 ✉ or contact Howard Pilott
howard.pilott@etfoundation.co.uk

Taking Teaching Further

Over the last two years we have been working with the government to deliver a new national programme to attract experienced industry professionals to work in FE. In addition, we are working with FE and training organisations to explore how we can build a system that encourages and supports more experienced industry professionals to make that journey. This initiative recognises that a crucial way to equip the next generation with the skills and experience they need is to make it easier for those with industry experience to share their knowledge and skill with learners.

Want to find out more?

➔ Go to et-foundation.co.uk/takingteachingfurther
 ✉ or contact Cerian Ayres
cerian.ayres@etfoundation.co.uk



What a wonderful service – the information I received was invaluable and will really help me get into teaching in the FE sector. My advisor was so friendly and helpful – I would recommend this service to everyone considering this career path.

FE ADVICE LINE CALLER





I first signed up to the Further Forces programme to help me move from my military career into civilian teaching. This was a distance learning programme consisting of six topics which I managed to complete relatively quickly. I was then eligible to enrol straight onto a PGCE course. So far I have learnt about the practical skills necessary to hit the ground running as a member of staff in a college.

HANNAH PAYNE, LECTURER AT HARTPURY COLLEGE,
FORMER COMBAT MEDICAL TECHNICIAN IN THE ARMY



I had thought about going into teaching as I left the forces, but always thought my lack of qualifications would hold me back. The Further Forces Programme has helped me realise that wasn't the case and that there are many teaching roles available to me.... My tutor took the time to chat to me, before I enrolled, to fully explain how my skills would easily transfer into the role of an FE teacher. The support I've been given from the programme with my online learning and assignments has been excellent – it's good to know that the support is there when I need it.

BEN SMITH, FORMER ROYAL ENGINEER



Further Forces

In partnership with the Ministry of Defence and the Gatsby Charitable Foundation, we have launched a scheme to support the resettlement and transition of service leavers to civilian life, including employment. The Further Forces Programme aims to retrain Armed Forces Service Leavers who are technical experts, to teach subjects, including science, engineering and technology in the Further Education (FE) and Skills sector. Service Leavers are supported to find employment, allocated a subject specialist mentor and experience high-quality teacher training which is delivered flexibly, face-to-face, online or through blended learning.

As well as offering Service Leavers the chance of a rewarding career, the scheme will also support organisations to recruit highly skilled technical teachers who have the knowledge, skills, behaviours and occupational competencies in skills shortage areas including Science, Engineering, Technology and the wider technical routes.

Want to find out more?

➤ Go to

etfoundation.co.uk/furtherforces

✉ or contact Cerian Ayres

cerian.ayres@etfoundation.co.uk

Pathways to FE

We will be delivering this recruitment scheme in all FE regions across England this year. Through the programme, final year undergraduates and postgraduates will spend a 40-hour supported placement in an FE provider to get real life experience of teaching in FE. This year we are enhancing the programme to include a local job vacancy referral so participants who are interested can actually become FE teachers and share their skills.

Want to find out more?

✉ Contact Howard Pilott

howard.pilott@etfoundation.co.uk



SET for Teaching Success

There is a recognised technical skills shortage in Science, Engineering and Technology (SET). There are insufficient numbers of practicing dual professionals who are sufficiently 'expert' in terms of their subject specialist knowledge, capable of inspiring the next generation of scientists. Our SET for Teaching Success programme is helping to address the skills gap by training, mentoring and supporting new teachers in these subjects, strengthening the talent pipeline and increasing the numbers of high-quality technical teachers in these priority sectors.

We provide support and funding for the recruitment, training with Initial Teacher Education (ITE), subject specialist mentoring and professional support needed to deliver high quality technical education – SET (Science, Engineering and Technology).

Employers will meet the salary costs of the new teachers while they are training and they will then be offered substantial permanent full-time or part-time teaching posts.

Want to find out more?

➤ Go to

etfoundation.co.uk/set-teaching

✉ or contact Cerian Ayres

cerian.ayres@etfoundation.co.uk



SUPPORT FOR EMPLOYERS

- **Want more support with your apprenticeship programmes?**
- **Need help transitioning from apprenticeship frameworks to standards?**
- **Want to better understand End Point Assessment requirements?**

All of our programmes for practitioners have a strong employer focus. The ETF supports employers directly in five key ways beyond the wider aim of ensuring the country has a skilled workforce.

We develop and promote links between employers and education providers, to ensure teaching and training in the post-16 education sector meets employer needs, as well as delivering a range of services directly for them.

- 1 We support employers with their own training and apprenticeship programmes. Our broad range of information and resources provides the tools to support the development of their own workforce, as well as helping individual training practitioners in an employer setting.

- 2 Our Apprenticeship Support offer enables managers, teachers, trainers, leaders and employers to make the transition from apprenticeship frameworks to delivery of standards. The programme covers areas including policy, planning, delivery (including end point assessment) and quality improvement. There is also support for individuals wishing to train as End Point Assessors (EPAs) and organisations considering becoming End Point Assessment Organisations (EPAOs).
- 3 Employers are supported to build collaborative partnerships with FE providers, to enable co-curriculum design, planning and delivery, creating a curriculum that is 'fit for purpose' that will enable quality improvement in technical teaching, learning and assessment. The Teach Too Framework, a diverse collection of useful resources developed over five years and five phases of the Teach Too programme, includes 'Building a Business Case: an employers' perspective' and 'Speaking a Shared Language' as well as short films and case studies of effective evidence-based practice.
- 4 The ETF offers an online module on the Prevent Duty on the Foundation Online Learning website tailored for employers with apprentices or learners on placement. There is also an in-house and open access training offer for employer providers which can be booked via the booking system.

The ETF supports employers directly in four key ways...

Want to find out more?

➡ Go to etfoundation.co.uk/teachtoo
 ✉ or contact Cerian Ayres
cerian.ayres@etfoundation.co.uk

A close-up, profile view of a woman with brown hair and glasses, looking towards the right. The background is blurred, showing other people in a crowd.

WORKFORCE

DATA AND

RESEARCH

- **Need to understand important trends in the sector?**
- **Want to access reliable benchmark data about your staff's training needs?**

We are the home of independent, impartial and comprehensive workforce data and research.

Understanding trends and patterns within the sector workforce is vital for leaders, practitioners and policy makers alike. Reliable and timely benchmarked data and research on issues such as training needs, career ambitions, salaries, gender balance, and percentages of qualified staff is vital. They help to inform decision making in organisations and the development of policies to support the sector. Taking part in our research makes a real difference to the quality of the decision making across the whole sector.

Past, Current and Future Workforce

SIR Data Insights

Through our Staff Individualised Record (SIR) Data Insights service, we collect annual workforce data from learning providers across the Further Education (FE) and Training sector to create an evidence base for government and sector body policy making. The SIR has been running since 1993, and we hold data going back to 2001, so we can provide a historical perspective on the changes in the sector, and identify potential impacts of future changes. SIR Data Insights gives colleges, independent training providers (ITPs), adult community learning services and third sector providers overall information about their own staff as well.

Find out more about our research and how it can help you:

➡ Go to etfoundation.co.uk/research
 ✉ or contact Charlyne Pullen
charlyne.pullen@etfoundation.co.uk

Workforce Data

Our most recent annual Workforce Data report used information from nearly 200 providers that submitted returns to the SIR, including over half of all general FE Colleges. It includes anonymised information on more than 90,000 staff contracts across the sector. This covers colleges, local authorities, ITPs and the third sector.

The report, based on data collected through SIR Data Insights, captures information on the demographics of staff in FE, pay, occupations and contract types, as well as teacher qualifications and CPD, key to improving and championing the sector's teaching and training profession.



The ETF is here to get behind you as teaching and training professionals and help you achieve your goals. Through our responsive, high-quality programmes we help you develop your own professional career and help you achieve the ever-higher standards your learners deserve.

**DAVID RUSSELL, CHIEF EXECUTIVE,
EDUCATION AND TRAINING FOUNDATION**



ITE Report

We analyse and report on data about Initial Teacher Education (ITE) from a range of different sources to give us a clear picture of the size and shape of teacher training in FE, and an understanding of the characteristics of future FE teachers. This annual report brings together data on ITE for FE conducted both in higher education and in FE itself, using data from the Higher Education Statistics Agency and the Individualised Learner Record.

Key findings from ETF Workforce Data

Using data from the SIR, as well as from college accounts and the ILR, we estimate there were a total of around 231,000 staff in the FE sector in 2017/18, with 163,000 of those staff in colleges, 32,000 in independent training providers, 19,000 in local authority providers, and 17,000 at other providers.

Median annual pay for staff in the FE sector is £28,200, with teachers on average being paid £31,600.

The average college now has around 558 staff, up from 492 staff in 2012/13. Staff are now slightly less likely to work part-time (now 46% where it was 49% in 2012/13), and staff are slightly older (average age 47 up from 46).

231k

231,000 STAFF IN THE FE SECTOR IN 2017/18

163k 32k

163,000 STAFF IN COLLEGES

32,000 IN INDEPENDENT
TRAINING PROVIDER

19k 17k

19,000 IN LOCAL AUTHORITY
PROVIDERS

17,000 AT OTHER PROVIDERS

CPD Needs

Training Needs Analysis

In 2017 we launched a major national exercise in finding out what teachers, trainers, leaders and institutions across the FE and Training sector see as their training needs. The Training Needs Analysis was conducted by the ETF, in partnership with the Association of Colleges (AoC), Association of Employment and Learning Providers (AELP) and HOLEX, and with support from the Department for Education. The research provides crucial baseline data to ensure future training for teachers and trainers is aligned with their professional needs and priorities.

The report, published in 2018, reflects the perspectives of over 400 institutions and more than 2,000 individual practitioners (including teachers, trainers, leaders and assessors) about their collective future training needs.

The primary conclusion of the landmark analysis is that an increased focus on leadership and management, English, maths and digital skills is needed to take the FE profession forward with confidence through the current set of reforms. The real value of these reports is in the richness and depth they contain.



CPD Scoping

Across the ETF offer, our programmes and courses are developed and designed in line with research and evidence, to ensure that they meet the current and future needs of the sector.

Evaluation

The Research and Evaluation team at the ETF is tasked with supporting others across the organisations to ensure our programmes are independently and robustly evaluated. For this, we use a range of research organisations and evaluative methods, including the Kirkpatrick theory and the COM-B model of behavioural change.

Find out more about our research and how it can help you:

➡ Go to etfoundation.co.uk/research

✉ or contact Charlynn Pullen

charlynn.pullen@etfoundation.co.uk

OUR PEOPLE

The Education and Training Foundation has a dedicated team of professionals with experience and expertise across a wide range of sectors – from education and training, to research and business. They are all committed to supporting you in the vital role you play in improving learner outcomes, supporting a better skilled workforce and a stronger society. Please do not hesitate to contact them if you want to discuss any matter in their field of expertise.

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Lecturer in Initial
Teacher Education,
University of Derby



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linkedin.com/company/the-education-and-training-foundation

Society for Education and Training (SET)

linkedin.com/groups/8413932



youtube.com/EducationTFoundation

Sign-up to our ETF newsletters at:

etfoundation.co.uk/newsletters

“

Coming from a small training provider, the ETF courses are invaluable for opportunities to meet other teachers and share ideas, experiences and learning activities. The courses are always practical and inclusive. I have come away with a bank of knowledge and new resources which enable me to feel encouraged and freshly motivated in my teaching.

LIZZIE GREGORY, SENIOR TEAM LEADER,
ELEVATE PROGRAMME, CXK LTD

”

“

Adult Community Learning leaders and teachers value the work of the ETF. They have helped ensure teachers are ahead of the game and ready to take on the next curriculum change before it happens. They are particularly grateful for the work on Governance through the National Leaders of Governance Initiative, Apprenticeship Reforms, maths and English, and Prevent.

DR SUE PEMBER OBE, DIRECTOR OF POLICY
AND EXTERNAL RELATIONSHIPS, HOLEX

”

OUR PARTNERS



THANK YOU

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ETF227

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