

# Professional Workforce Development

CPD For Teachers, Trainers, Managers, Leaders and  
Governors in the Further Education and Training Sector.

2020 - 2021

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# About us

The Education and Training Foundation (ETF) is the expert body for professional development and standards in Further Education (FE) and Training in England.

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. The ETF believes that the key to improving education and training is to support teachers and their leaders to excel.

## **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.

## **To achieve our vision, we pursue four strategic objectives:**

1. GROW: Grow the sector's membership body, professional statuses and high quality new entrants.
2. LEAD: Enhance the sector's leadership capacity and capability.
3. INFORM: Inform decision makers with data, experience and insights.
4. DEVELOP: Develop the workforce's capability to excel in teaching and training.

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.

In developing our programmes, we work in partnership with our 20,000 Society for Education and Training (SET) members, expert panels, employers, key sector bodies, trade unions as well as a range of government departments including the Department for Education (DfE).

# 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.

# Welcome

Since 2013, the Education and Training Foundation (ETF) has been supporting success. We do this as England's expert body for professional workforce development in post-16 education and training, supporting you and your colleagues to strive for excellence in everything you do. We design and deliver effective Continuous Professional Development (CPD) mapped to the Professional Standards for teachers and trainers in FE, in response to sector needs. We are backed and funded by the UK Government. The ETF's CPD support ranges from the use of educational technologies (EdTech), leadership and governance development, maths and English enhancement, through to special educational needs and disability (SEND) provision. We support the development of an autonomous, research-literate profession through initiatives such as our Practitioner Research Programme.

In the coming year we are expanding our multi-faceted support for technical teaching to prepare for T Levels; our highly successful complement of leadership and governance programmes; as well as our EdTech support, which has been vital during lockdown and in preparation for a phased return with continuing restrictions on movement. We are continuing to manage both the Centres for Excellence in Maths, and Centres for Excellence in SEND, and will increase our recruitment and training support through programmes such as the highly successful Taking Teaching Further, which has brought a welcome flow of new talent from industry into hard-to-fill vacancies in the sector.

We are proud that your national professional membership body, the Society for Education and Training (SET), continues to grow, with over 20,000 members. SET's annual conference is one of the must-attend CPD events in the FE calendar. The ETF, through SET, is the only body which confers Qualified Teaching Learning and Skills (QTLS) status and Advanced Teacher Status (ATS); the latter also brings with it the coveted Chartered Teacher status (CTeach). QTLS and ATS have become the trusted badges of professionalism in teaching in FE.

England's colleges and FE providers owe their success to their staff; and yet data shows that we have under-invested in our post-16 teaching and training workforce as a nation. As the professional development body for FE, the ETF is here to reverse that long-standing deficit, be responsive to your needs, and support excellence in your organisation and the outcomes you achieve for young people and adults in all kinds of settings. Thank you for your interest in this brochure – the profession is stronger when it acts together in collaboration and mutual support. If your organisation has not yet fully taken up the training, support and development available from the ETF and SET, let this be the year you take the hand of support we provide.

David Russell, Chief Executive

# Professional Standards

- For Teachers and Trainers in Education and Training



The Professional Standards define the professional requirements of teachers, trainers and tutors of post-16 learners, and underpin good teaching practice in the sector. This includes describing the skills, knowledge, values and attributes of those practitioners.

Developed in 2014 by the Education and Training Foundation (ETF) in consultation with practitioners and providers from across the sector, the Professional Standards define common expectations that teachers and trainers:

- are reflective and enquiring practitioners who think critically about their own educational assumptions, values and practices
- draw on relevant research as part of evidence-based practice
- act with honesty and integrity to maintain high standards of ethics and professional behaviour in support of learners and their expectations
- are subject and/or vocational specialists as well as experts in teaching and learning
- are committed to maintaining and developing their expertise in both aspects of their role to ensure the best outcomes for their learners.

The purpose of the Standards is to support teachers and trainers to maintain and improve standards of teaching and learning, and outcomes for learners.

To find out more about the Professional Standards and for additional resources (guides and toolkits) Go to **[etfoundation.co.uk/professionalstandards](http://etfoundation.co.uk/professionalstandards)**

If you would like Professional Standards leaflets, please email:

**[communications@etfoundation.co.uk](mailto:communications@etfoundation.co.uk)**

All of the CPD that the ETF produces is based on these Professional Standards. These Standards also underpin both the Qualified Training Learning and Skills status (QTLS), and, Advanced Teacher Status (ATS) awards.

# Edtech support

- 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 educational technologies (EdTech) provide to support effective ways of working and to prepare learners for the changing world of work.

In line with the 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](https://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 their 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](https://etfoundation.co.uk/DTPF) or email Vikki Liogier [vikki.liogier@etfoundation.co.uk](mailto:vikki.liogier@etfoundation.co.uk)

## Enhance Digital Teaching Platform

Our Enhance Digital Teaching Platform hosts two fully-subsidised training offers to support EdTech and digital skills development. Our EdTech offer provides 100 free, bite-size training modules mapped onto the DTPF, helping you to progress your practice over the three levels – Exploring, Adopting and Leading. EdTech award badges provide a structure for reflection and sharing of resources. A management dashboard enables learning providers to harness the platform to upskill staff as part of a workforce CPD strategy.

Our new Essential Digital Skills CPD offer maps onto national standards with a self-assessment tool and support for delivering the new digital entitlement.

Want to find out more? Go to [enhance.etfoundation.org.uk](https://enhance.etfoundation.org.uk)

“The Enhance Digital Teaching Platform training looks good, it’s inviting, and it’s both useful and interesting. Also, teachers like the fact that you can hop on and off easily. This service allows staff to tackle training at their own pace and in their own way.”

Mark Beetlestone, IT Lecturer and Curriculum Area Lead, Fareham College.

## Digital Skills Courses on Foundation Online Learning

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](https://etfoundation.co.uk/digitalskills) or email Vikki Liogier [vikki.liogier@etfoundation.co.uk](mailto:vikki.liogier@etfoundation.co.uk)

## Other Programmes

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.

A toolkit from these projects is now available on the Excellence Gateway.

Want to find out more? Go to [excellencegateway.org.uk/content/etf3117](https://excellencegateway.org.uk/content/etf3117)

“The training is so easy to access, the website is very straightforward. The digital award badges for completing modules and submitting reflections are simple, you can do them in a short period of time”.

Fey Cole, Early Years Lecturer,  
South West College

# 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 driving force of the sector. It's crucial to have 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.

## Advanced Practitioners

The ETF offers a range of CPD activities for aspiring advanced practitioners, those in advanced practitioner roles (or advanced practitioner-type roles) and experienced advanced practitioners. Activities include: online/face-to-face training, communities of practice, practitioner-led events and networks, and a conference. Participants may be interested in undertaking Advanced Teacher Status (see p.36) either alongside or following this CPD provision.

Want to find out more? Go to [etfoundation.co.uk/AdvancedPractitioners](https://etfoundation.co.uk/AdvancedPractitioners)

## 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](https://etfoundation.co.uk/cfem) or email Polly Steele [polly.steele@etfoundation.co.uk](mailto:polly.steele@etfoundation.co.uk)

## 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 [etflearners.org.uk](http://etflearners.org.uk)

“The training expanded my pool of resources, giving more options to cater for learners with different needs.”

Becci Allen, Apprentice Coordinator, Gloucestershire County Council

“Adult Community Education 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 recent pilot of an ACE leadership programme and hope to see this evolve to support our current and future sector leaders.”

**Dr Sue Pember Obe, Director Of Policy And External Relations, HOLEX**

## 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](http://excellencegateway.org.uk)



## 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](https://foundationonline.org.uk)**

## Maths and English

The ETF's Maths and English CPD offer supports practitioners with specific, targeted courses to boost personal skills and teaching approaches. We offer flexible, innovative CPD to support effective teaching of maths and English for teachers, trainers, middle managers and subject leaders. The ETF's Maths and English Regional Specialist Leads offer in-depth, strategic advice and guidance, identifying the best options available for organisations and individuals.

Our recently developed ESOL offer focuses on New to ESOL learners, we have developed downloadable teaching resources, guides and a series of webinars for ESOL practitioners, including volunteers and those working with refugee learners.

Want to find out more? Go to **[etfoundation.co.uk/mathsandenglish](https://etfoundation.co.uk/mathsandenglish)** or email Fleur Dewar **[fleur.dewar@etfoundation.co.uk](mailto:fleur.dewar@etfoundation.co.uk)**

## Mentoring

Mentoring has the potential to effectively support teachers and trainers – including those in the important early years of their careers – to develop and progress.

The ETF are now offering a selection of FE practitioners who are mentoring or coaching colleagues (teachers or trainers) the opportunity to undertake a free professional development programme. Each programme will take place between October 2020-March 2021 and all participants will receive a certificate on completion. There are programmes available for new mentors and for more experienced/qualified mentors.

Want to find out more? **[etfoundation.co.uk/mentoring](https://etfoundation.co.uk/mentoring)**

## 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.

## Outstanding Teaching Learning and Assessment (OTLA): Collaborative Project

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.

This year the ETF is funding a national OTLA Collaborative Project on teaching, learning and assessment in English.

Want to find out more? Go to [etfoundation.co.uk/otla](https://etfoundation.co.uk/otla) or email Catherine Manning [catherine.manning@etfoundation.co.uk](mailto:catherine.manning@etfoundation.co.uk)

## Practice Development Groups (PDGs)

PDGs promote practitioner-led, collaborative professional development across the sector. PDGs consist of action learning sets of practitioners working together on a small-scale project to improve an aspect of embedding maths or teaching/embedding English over a four-month period. Participants may then be interested in progressing to another ETF programme involving a more in-depth action research project.

Want to find out more? Go to [etfoundation.co.uk/PDG](https://etfoundation.co.uk/PDG)

“First webinar with the Education and Training Foundation. It was really helpful and well presented. Thank you!”

Steven Garrod, Functional Skills Tutor, Skills For Growth

## 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 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](https://etfoundation.co.uk/practitionerresearch) or email Paul Kessell-Holland [paul.kessell-holland@etfoundation.co.uk](mailto:paul.kessell-holland@etfoundation.co.uk)

## Supporting Learners With SEND

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, our three national Centres for Excellence in SEND provided support to over 700 leaders, managers and practitioners. In 2020-21 they will continue with their offer to ensure more learners with SEND achieve their aspirations.

We have extended our comprehensive CPD offer on specific needs, understanding SEND funding and continue to offer the Essential SEND Managers' programme. The specialist SEND area on the Excellence Gateway hosts a range of free downloadable resources for practitioners, managers and leaders.

Want to find out more? Go to [etfoundation.co.uk/send](https://etfoundation.co.uk/send) or email Teresa Carroll [teresa.carroll@etfoundation.co.uk](mailto:teresa.carroll@etfoundation.co.uk)

# T Level Professional Development offer

In February 2020, the Department for Education announced it was commissioning the ETF to continue to deliver a T Level Professional Development (TLPD) offer until 2024, as T Levels are rolled out on a larger scale.

We will continue to bring to our role delivering TLPD our experience and expertise from working in partnership with the sector, in particular, those who are due to start teaching T Levels later this year and in 2021.

Additionally, we will utilise the expertise of employers, professional bodies, T Level panels and others that we work with including our key partners: Association of Colleges, Association of School and College Leaders, Cognition, FutureLearn, AlphaPlus, Further Education Associates and Oxford Saïd Business School, University of Oxford.

The continuing aim of the TLPD offer is to ensure that organisations are equipped to teach T Levels on the very first day learners walk through the doors of a classroom or workshop. This means the technical education workforce having the teaching skills, subject knowledge and confidence needed to deliver a high-quality T Level. The offer will continue to be shaped around the needs of the workforce alongside relevant regional, employer and curriculum requirements.

The core elements of the next phase of the T Level Professional Development offer are:

## Training Needs Analysis:

Each T Level provider will undertake an organisational training needs analysis (TNA) to identify their professional development needs, followed by individual TNAs for all relevant staff to identify the TLPD support they require.

## Understanding T Levels:

This will be a wide-reaching engagement programme, underpinned by comprehensive professional development. It will enable every member of staff within a provider to improve their understanding of T Levels and confidently play their part in their successful introduction.

## T Level Role and Route Specific Training:

This programme provides T Level staff with personalised CPD journeys created from a range of pedagogical and subject specific courses, modules, workshops and other activities structured to meet the needs of leaders, teachers and trainers, and business support staff.

This will be based on two elements: the overall requirements for teaching T Levels for those with teaching experience and for new teachers, plus specific CPD for each T Level route.

## Professional Development for Leaders:

This programme is designed to provide leaders, middle managers and governance professionals with a good understanding of T Levels, so they can shape the direction of their organisation, support the wider leadership team and monitor progress and outcomes.

**Networks:** A range of national, regional and local networks to enable those involved in delivering T Levels to interact and collaborate. This will include T Level Resource Improvement Projects, where providers can work together to collaborate on projects, develop solutions to shared challenges and improve the quality of technical teaching.

**Industry Insights:** Provider staff can undertake placements and work shadowing opportunities in related industries to gain valuable insights into latest industry practices. Remission is available to enable participation.

Want to find out more?

Go to [etfoundation.co.uk/tlevels](https://etfoundation.co.uk/tlevels) or email [TLPD@etfoundation.co.uk](mailto:TLPD@etfoundation.co.uk)

“The ETF 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

## 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](https://etfoundation.co.uk/technicalteachingfellowship) or email Cerian Ayres [cerian.ayres@etfoundation.co.uk](mailto:cerian.ayres@etfoundation.co.uk)

## Safeguarding and Prevent

We provide training on these integral and sensitive subjects to practitioners, leaders and organisations as well as providing resources for learners. More than 310,000 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.

Our Side by Side resources have been used by more than 440,000 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/preventor](https://etfoundation.co.uk/preventor) or email Isabelle King [isabelle.king@etfoundation.co.uk](mailto:isabelle.king@etfoundation.co.uk)

# CPD Support For Leaders & Managers

- 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 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.

## 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?

Please email Shaun Hindle [shaun.hindle@etfoundation.co.uk](mailto:shaun.hindle@etfoundation.co.uk)  
or Apinder Sidhu [apinder.sidhu@etfoundation.co.uk](mailto:apinder.sidhu@etfoundation.co.uk)

Find out more about how we can support your leadership development:  
Go to [leadershiphub.etfoundation.co.uk](http://leadershiphub.etfoundation.co.uk)

“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**

“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**

## 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 email Shaun Hindle [\*\*shaun.hindle@etfoundation.co.uk\*\*](mailto:shaun.hindle@etfoundation.co.uk)

## 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 couple of years. It is also delivered in partnership with Saïd Business School, University of Oxford. Over a quarter of participants on the programme have taken up a principal/CEO position within a college.

Want to find out more?

Please email Shaun Hindle [\*\*shaun.hindle@etfoundation.co.uk\*\*](mailto:shaun.hindle@etfoundation.co.uk)  
or Apinder Sidhu [\*\*apinder.sidhu@etfoundation.co.uk\*\*](mailto:apinder.sidhu@etfoundation.co.uk)

## New to Senior Leadership Programme

Designed for those who are relatively new into senior leadership as well as those identified as a talented professional with the capability and competence for senior leadership roles in the near future. The personalised programme aims to support high potential leaders to be able to embark on their senior leadership career from a strong position of understanding what excellence is.

Want to find out more?

Please email Shaun Hindle [\*\*shaun.hindle@etfoundation.co.uk\*\*](mailto:shaun.hindle@etfoundation.co.uk)  
or Apinder Sidhu [\*\*apinder.sidhu@etfoundation.co.uk\*\*](mailto:apinder.sidhu@etfoundation.co.uk)

## 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.

Want to find out more?

Please email Shaun Hindle [shaun.hindle@etfoundation.co.uk](mailto:shaun.hindle@etfoundation.co.uk)  
or Apinder Sidhu [apinder.sidhu@etfoundation.co.uk](mailto:apinder.sidhu@etfoundation.co.uk)

Find out more about how we can support your leadership development:  
Go to [leadershiphub.etfoundation.co.uk](http://leadershiphub.etfoundation.co.uk)

## Diversity in Leadership

A programme to support senior leaders around Diversity, Equality and Inclusion across the FE sector. The programme supports senior leaders to look at diversity, equality and inclusion in their organisation and to engage with the training to better understand their own and their organisation's unconscious bias whilst supporting and recruiting BAME staff members. The programme consists of online training through the Diversity Toolkit, face-to-face workshops around Organisation Culture Change in Equality and Inclusion as well as engaging in one to one coaching to support BAME Managers in their career along the leadership pipeline. An FE Charter that was created by the sector underpins equality and inclusion across the sector and supports diversity at all levels.

Want to find out more?

Please email Apinder Sidhu [apinder.sidhu@etfoundation.co.uk](mailto:apinder.sidhu@etfoundation.co.uk)

## First Line Leadership Programme

This programme is aimed at professionals identified with the capability and competence in their current role, to become a manager with a wider remit of responsibility. The personalised programme aims to enable these future leaders to work together, gain knowledge, understanding and skills, to develop their personal confidence and competence in a safe learning and reflective space, facilitated by experienced practitioners.

Want to find out more?

Please email Shaun Hindle **[shaun.hindle@etfoundation.co.uk](mailto:shaun.hindle@etfoundation.co.uk)**  
or Apinder Sidhu **[apinder.sidhu@etfoundation.co.uk](mailto:apinder.sidhu@etfoundation.co.uk)**

## 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?

## 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.

## Governance Professionals Development Programme

A new three-strand programme for Governance professionals currently being developed covering:

- induction
- intermediate training to build on the induction to develop skills and knowledge
- governance Professional Leadership and Strategic development.

## 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](https://leadershiphub.etfoundation.co.uk)

or email Shaun Hindle [shaun.hindle@etfoundation.co.uk](mailto:shaun.hindle@etfoundation.co.uk)

or Kruti Buch [kruti.buch@etfoundation.co.uk](mailto:kruti.buch@etfoundation.co.uk)

“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**



# 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-16 education sector and growing rapidly, with over 20,000 members. All 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, trainee teachers and 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 QTLS status – the badge of professionalism which helps you to progress and further develop your career, and creates a pathway to ATS.
- exclusive and unlimited access to a powerful online library 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 which 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-16 education.
- measure and demonstrate your development progress, with the online self-assessment and CPD planner, using the Professional Standards.

### Your community

- reach out and contribute to your SET community via member-only live webinars, webchats, local network groups and Facebook communities.

## 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](http://set.etfoundation.co.uk)**

or email Steph Wallis **[stephanie.wallis@etfoundation.co.uk](mailto:stephanie.wallis@etfoundation.co.uk)**

# 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)

Qualified Teacher Learning and Skills (QTLS) status is the badge of professionalism for practitioners in the Further Education and Training sector, with more than 24,000 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](https://set.etfoundation.co.uk/qtls)  
or email Andrew Dowell [andrew.dowell@etfoundation.co.uk](mailto:andrew.dowell@etfoundation.co.uk)

“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**

“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. Furthermore 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**

# Advanced Teacher Status

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

As the gold standard practitioner status in the FE sector, ATS 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](http://set.etfoundation.co.uk/ats)**

or email Andrew Dowell **[andrew.dowell@etfoundation.co.uk](mailto:andrew.dowell@etfoundation.co.uk)**

“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**

# 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](http://feadvice.org.uk)** or call 0300 303 1877

or email Howard Pilott **[howard.pilott@etfoundation.co.uk](mailto:howard.pilott@etfoundation.co.uk)**

## ITE Qualifications

The ETF maintains that a qualified teaching workforce is a prerequisite for an effective FE sector: teachers need to be appropriately prepared to support the range of learners they will work with. This means the qualifications themselves need to be as relevant and current as possible. The ETF works with the Universities and Awarding Bodies, alongside other key stakeholders, to review these qualifications to reflect the modern workplace, and thereby ensure learners benefit from the latest practice and developments. We publish the agreed guidance documents on the FE Advice website.

Want to find out more? Go to **[etfoundation.co.uk/takingteachingfurther](http://etfoundation.co.uk/takingteachingfurther)**

or email Howard Pilott **[howard.pilott@etfoundation.co.uk](mailto:howard.pilott@etfoundation.co.uk)**



## Taking Teaching Further

Taking Teaching Further is a government-funded national initiative to attract experienced industry professionals with expert technical knowledge and skills to work in FE. After two successful rounds of Taking Teaching Further, where over 115 industry experts were recruited into technical teaching roles, a further round of the programme is now underway. Round 3 is focusing on supporting FE providers to recruit industry professionals to retrain as FE teachers across any of the 15 technical teaching routes.

Want to find out more?

Go to **[etfoundation.co.uk/takingteachingfurther](https://etfoundation.co.uk/takingteachingfurther)**

or email **[takingteachingfurther@etfoundation.co.uk](mailto:takingteachingfurther@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**

“Taking Teaching Further has enabled us to create innovative, hybrid roles which has led to us attracting our first highly skilled industry professional to join our curriculum team. The TTF programme means we will be able to deliver cutting-edge digital skills to fulfil the needs of our current and future students, providing a talent pipeline for employers in the region”.

**Robin Smith, Curriculum Manager, Calderdale College**

“The SET for Teaching Success Programme has been very supportive for my role as a teacher, especially since I had not taught before. Being able to network with so many different people from the education sector has been very beneficial.

We learn a lot from each other and it’s always nice to know that other teachers go through the same hurdles and difficulties that I face and to learn they overcome their problems”.

**Rachel Manoharan, Mechanical Engineering Lecturer, Derby College**

## Talent to Teach in FE

We will be delivering this recruitment scheme in all FE regions across England this year. Throughout the programme, final year undergraduates and postgraduates will spend a 40-hour supported placement with 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? Go to [etfoundation.co.uk/talenttoteach](https://etfoundation.co.uk/talenttoteach) or email Howard Pilott [howard.pilott@etfoundation.co.uk](mailto: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 practising 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](https://etfoundation.co.uk/set-teaching) or email Cerian Ayres [cerian.ayres@etfoundation.co.uk](mailto:cerian.ayres@etfoundation.co.uk)

# Support for Apprenticeships

The Apprenticeship Support offer provides support to managers, teachers, trainers, assessors, employers, leaders and those involved in governance. Primarily this helps 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:**

1. understanding requirements, systems, delivery and capacity
2. planning for transition and delivery
3. delivering apprenticeship standards
4. preparing for end-point assessment
5. 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](https://etfoundation.co.uk/apprenticeships)**

or email Cerian Ayres **[cerian.ayres@etfoundation.co.uk](mailto:cerian.ayres@etfoundation.co.uk)**

# Our people

## CEO and Deputy CEO

David Russell, Chief Executive – [david.russell@etfoundation.co.uk](mailto:david.russell@etfoundation.co.uk)

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## Directors

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## Heads of Department

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Tim Bevans, Head of Regional Engagement – [tim.bevans@etfoundation.co.uk](mailto:tim.bevans@etfoundation.co.uk)

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Howard Pilott, National Head of Initial Teacher Education,  
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## Stay Informed

Twitter

[www.twitter.com/E\\_T\\_Foundation](https://www.twitter.com/E_T_Foundation)  
and [www.twitter.com/SocietyET](https://www.twitter.com/SocietyET)

Facebook

[www.facebook.com/SocEducationTraining](https://www.facebook.com/SocEducationTraining)

LinkedIn

Education and Training Foundation (ETF)

[www.linkedin.com/company/the-education-and-training-foundation](https://www.linkedin.com/company/the-education-and-training-foundation)

Society for Education and Training (SET)

[www.linkedin.com/groups/8413932](https://www.linkedin.com/groups/8413932)

Youtube

[www.youtube.com/EducationTFoundation](https://www.youtube.com/EducationTFoundation)

Sign-up to our ETF newsletters at – [etfoundation.co.uk/newsletters](https://etfoundation.co.uk/newsletters)

Hashtag #ETFSupportsFE

## Our Partners

Department for Education

[www.gov.uk/government/organisations/department-for-education](https://www.gov.uk/government/organisations/department-for-education)

Association of Colleges

[www.aoc.co.uk](https://www.aoc.co.uk)

HOLEX

<https://holex.org.uk/>

