



Educator Solutions – we know education

Welcome to our autumn newsletter.

Here at Educator Solutions our company values focus entirely on you the customer. We offer all educational establishments a vast range of services and products which support, guide and train your staff to ultimately provide the best education possible for your children. We value your feedback about the services we provide and the way we communicate with you so please feel free to contact us at any time with any comments or suggestions.

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News and developments from our services

Leaders and Governors

New course for all school staff with management responsibilities

We have developed a brand new training session for school staff which focuses on effective performance management. If you are responsible for completing staff appraisals or hoping to develop your skills to enable you to undertake this key role this course is for you. The next session is on 7 October at the Norwich Professional Development Centre and runs between 0930 and 1230. To book your place on the course please click [here](#).

New employment opportunity

Do you know someone who is looking for a new work opportunity to compliment the role they already have or to undertake a new and/or different role. If you do we are expanding our clerking service and are currently looking to recruit new clerks.

We provide a high quality clerking service to support the work of Norfolk's school governing boards. The service plays an important role in promoting high standards of education and our clerks play an integral role in supporting governing boards to achieve this.

If you are interested we'd love to hear from you. Please contact Jo Dunham on 01603 303359 or Karen Moore on 01603 638099, for more information.

Academy Governance and Leadership subscriptions

We would like to remind you that these packages were not automatically rolled over and if you are wanting to purchase Governance and Leadership advice and support this can be done by clicking [here](#). You will find an extensive range of products to support all aspects of academy governance.

Clerking Standards

Please let us know if you are reviewing your clerking arrangements in response to the new Norfolk Clerking Standards. We provide a full service to help with all your clerking needs. Further information can be found [here](#).

News

We recently represented Educator Solutions at the Westminster forum which focused on school exclusions and alternative provision. Good debates were had and it was evident that more needs to be done in terms of sharing good practise both at national and local levels.

Staff Development

High Quality Professional Development and Learning

"Every teacher needs to improve, not because they are not good enough, but because they can be even better."

Dylan William

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Our goal is to support schools and academies in developing their key improvement priorities. We are proud of our professional development and learning offer which is specifically designed to improve your staff's day-to-day practice and to help them improve outcomes for learners. Our work is closely aligned with the revised (2016) 'Quality Standards for Teacher Professional Development', which place particular value on the following;

1. *Professional development should have a focus on improving and evaluating pupil outcomes.*
2. *Professional development should be underpinned by robust evidence and expertise.*
3. *Professional development should include collaboration and expert challenge.*
4. *Professional development programmes should be sustained over time.*

As a result, we have designed our provision with the following key themes in mind, further details of which can be found on our website www.educatorsolutions.org.uk

- Making links between professional learning and pupil learning;
- Challenging the thinking of delegates and providing opportunities for focussed learning conversations;
- Using subject specific pedagogies and supporting delegates to construct their own learning through a range of learning opportunities

Subject specific conferences

We are delighted to be able to bring major conferences to Norfolk colleagues in the key disciplines of Maths and English this year.

Mathematics Conference - 25 November 2016

This conference is a unique opportunity for delegates to hear from national keynote speakers and to experience a variety of workshops covering mathematics education from EYFS to KS4.

Keynote Speakers:

Dr **Sue Gifford**. Sue is a Principal Lecturer in mathematics education at the University of Roehampton.

Ems Lord. Ems is the Director of NRICH.

English Conference – 28 March 2017

Promote Thinking, Promote Learning - Educator Solutions are delighted to announce our first ever English Conference.

Our key note speaker is Professor **David Crystal**, writer, broadcaster, editor, lecturer and grammar guru. Also Speaking **Michael Walsh** 'Let's Think in English' & **Jason Buckley** 'The Philosophy Man'

To book a place on either our Maths and/or English conference please click [here](#).

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Primary Computing Packages

Our Primary Computing Packages combine in-school INSET, centre based CPD, workshops for pupils, consultancy, and twilight networks, enabling schools to have a sustained programme, which supports whole school aims and plans.

Staff CPD

We run regular and ongoing professional learning at our centres and can also provide bespoke CPD in your setting. Our professional learning programmes focus on equipping teachers with specialist skills and knowledge that have direct applications in the classroom.

Consultancy and Advice

Every package includes a number of in-school or centre-based consultancy sessions offering one-to-one support in a specific area.

Twilight Network Meetings

Each term, we will host a two hour twilight network meeting aimed at supporting Computing Subject Leaders.

Pupil workshops

For the first time, we will be running practical workshops for pupils that will take place at the Norwich PDC or at the Kinesis Centre (Norwich City Football Stadium). Two options will be available: Minecraft EDU or Robotics.

A list of all of our computing courses is available [here](#) please search for computing.

Business Resources - HR

HR Workspace

As part of our service improvement programme, HR WorkSpace, our new on-line system for notification of starters, leavers and contract changes, has now been successfully piloted by a small group of schools and we are on course for a full rollout to school customers during October. We are in the process of building the academy version and anticipate this being available to academy customers later in the term.

Business Resources - Finance

Direct Finance Support Service

The Finance and Business Services Team are able to provide qualified, dedicated staff to support educational establishments with their financial operations during periods of absence or reorganisation and increasingly instead of those establishments employing their own staff.

Our team are able to take the stress away from both the strategic and operational management of your establishment, by ensuring you have fully trained staff to provide cover when you need them the most. We can tailor the support to meet your individual needs, ensuring financial integrity during periods of vulnerability.

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This flexible and responsive service can be delivered directly onsite or centrally using whichever system is employed by your establishment. Additionally, we can review your current procedures to support future aspirations to facilitate your establishment in meeting the ever-changing demands of the education sector.

For further details, please contact paul.harker@educatorsolutions.org.uk or martin.oswick@educatorsolutions.org.uk

STAR Accounting Software for Academies

Star for Academies is a bespoke system which has been developed by the Finance and Business Services Team. It has the benefit of being a fully functional academy budgeting and accounting suite, whilst retaining the familiarity and user friendliness favoured by schools staff and leaders. As part of the software's recent upgrade, we are offering an improved facility to consolidate Multi Academy Trust (MAT) accounts. This will enhance the level of monitoring a Trust can achieve, by either examining school's individual accounts or by consolidating these to view as a Trust. The reports that have this additional level of consolidation are the Balance Sheet, AR Report, Assets Report and Department Report. This will provide academy leaders with an extra layer of reporting in order to meet the ever changing requirements of academy finance.

Learners

All change

We would like to introduce you to a change of name and new activity to be undertaken at our base at Norwich City Football Club. The former *Study Support Centre* is to be transformed into **The Kinesis Centre**. It will host the following teams from Direct Teaching Services – Norfolk Children's University, LAC Education Enhancement and STEM (Science, Technology, Engineering and Mathematics).

The centre will have a facelift before December offering an inspiring, modern venue for schools and young people to engage with STEM learning activities and those organised through the Norfolk Children's University. Learning opportunities will include packages offering robotics, engineering, energy education, coding, science and technology. Schools will be able to book to use the Centre and can include an optional tour of the football club.

Further information on all of our programmes from the Kinesis Centre will follow in the next newsletter.

You can contact our dedicated team at the Kinesis Centre for more details:

Bernice Dixie STEM Coordinator
01603 307715

Alix McGarvey-Leggett Norfolk Children's University Coordinator 01603 218757

Vanessa Fish LAC Education Enhancement Officer 01603 303366

The
**Kinesis
Centre** 
Stimulating learning,
inspiring aspirations

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Whole Class Ensemble Teaching (WCET) in Norfolk schools

Norfolk Music Service is pleased to be offering Whole Class Ensemble Teaching in at least 84 schools in Norfolk this academic year. This equates to approximately a total of 4000 pupils benefitting from learning an instrument each week, many of them for the first time.

WCET is led by high-quality music teachers who develop musical skills in schools on a wide range of instruments and singing, that can be applied in National Curriculum music lessons as well as providing a useful CPD opportunity for the class teachers and assistants to learn from each other. Whole Class Ensemble Teaching



has been shown to positively affect the self-worth, the organisation skills, the confidence and the musical development of the children involved.

Currently the instruments taught in schools include strings, brass, percussion, woodwind, ukulele, ocarina, recorder and classical guitar. Many pupils have thrived in their WCET lessons and many choose to continue learning to play an instrument after their first year of the WCET programme. Pupils also benefit from extra-curricular workshops and performances, organised and supported by Norfolk Music Service throughout the year, including large-scale celebration events across the county in the final term, and other performance opportunities nationwide.

Schools can enter their WCET groups into the Norfolk County Music Festival, for which applications open on 3 October and the festival runs from 27 February - 10 March 2017. More information on Norfolk County Music Festival can be found at www.norfolkmusic.org.uk.

Information on WCET and an application form can be downloaded from www.norfolkmusic.org.uk/about-us/information-for-schools/

Bright Futures at Holt Hall Environmental and Outdoor Learning Centre

'Bright Futures' is a 2 ½ day residential programme at Holt Hall exploring sustainable energy, environmental engineering, and science communication. Holt Hall hosts day and residential events for schools and community groups. The Centre is a hub of expertise around outdoor pedagogy, skills-building, and sustainable employability.

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Recently *Bright Futures* brought students, energy engineers, researchers and university mentors from four countries together to build their teambuilding, communication, and technical skills. During the programme, students produced a short educational film exploring energy science and policy, partnered with a local company to explore eco-buildings and electric car technologies, and developed an action plan for a local environmental campaign.



Students also participated in a university-style biodiversity statistics seminar, studied local ecological patterns, and engaged in a young people's consultancy session.

To learn more about *Bright Futures* and to see examples of student work produced on the programme, please visit www.brightfuturesnorfolk.wordpress.com

Trusted Partners

Education Library Service

New school year, new name - Norfolk Education Library Service is the new name for Norfolk School Library Service

The Education Library Service (ELS) offers cost efficient services, saving time and money while supporting school improvement and individual attainment. Services include loans of books to support the curriculum and reading for pleasure; training; advice and practical support as well as a discount of 22% for buying books, through Peters online booksellers. Just get in touch with the team for your username and password. The newest service is a specialist eBook platform for education settings with a free trial term.

The Education Library Service has excellent feedback with 100% of customers saying that what they have received is valuable or very valuable and has met or exceeded expectations, including: advice, training and professional support; the children's mobile library visit and project loans; practical support in schools for school and classroom libraries.

Did you know that there are very few ways that schools can legally use eBooks in the classroom without breaching licenses if they haven't got access to a specialist schools eBook platform? Here at ELS we have access to an eBook platform suitable for school use, visit <https://norfolksls.wheelers.co/> for more information.

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All services including the eBook platform can be purchased easily by clicking [here](#). The Educator Solutions portal also has all of the ELS [training offer](#).

The ELS team are always happy to be visited at the base at County Hall and always interested in suggestions about support and services that educators will find useful. Please contact the ELS team at any time to find out more, to arrange a visit to the base, to be provided with your Peters discount password or to request a courtesy visit to your school:

Telephone: 01603 222265 or

Email: education.library.service@norfolk.gov.uk

Health, Safety and Well-Being

Relationship issues are one of the most common reasons for employees contacting Norfolk Support Line, the confidential counselling and advice service provided by Norfolk County Council. When those relationship issues are between work colleagues in a school, the impact can spread to their colleagues, pupils, and even parents. However, one measure that has helped people resolve issues and move on is dispute resolution, a service NCC has been providing since 2014.

The service is provided by HR and well-being staff who received training from [CEDR](#), a highly respected organisation in this field. The process of dispute resolution focuses on the future and rebuilding relationships, rather than apportioning blame for what went wrong. It is similar to mediation, but less formal. The process is voluntary, collaborative and looks for solutions that are mutually acceptable. At the end of the process the employees will complete a written agreement, which they share with their manager, detailing how they are going to rebuild their relationship.

The process has been taken up by a number of schools already, with the great majority of cases resulting in a successful conclusion. Feedback obtained 3 months after the dispute resolution indicates the impact was sustained. Managers reported improved levels of work, a reduction in absence, reduced management time and better morale across the wider team.

If you have a situation which might benefit from dispute resolution, please contact your HR consultant, Education Solutions (01603 222212), or [NCC's Well-Being Team](#)

Finally

Thank you for taking the time to read this newsletter. If you have any comments or feedback please don't hesitate to get in touch with us.

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