



Growing Leaders: our commitment to you

Our Trust specialises in 'leadership'. Leadership development underpins all our work. We believe that most school processes, change, teams, engagement, innovation and collaboration stand or fall on the quality of leadership.

Each leader is unique and we want all our leaders to develop emotional intelligence and deepen their knowledge, skills and leadership attributes to be effective.

We therefore have a commitment to consciously develop your leadership capacity at every level, building self-awareness, confidence, and initiative. There is no better way to ensure our trust stays effective than by challenging, nurturing and enabling our staff.

Insights Discovery

Members of senior leadership teams across the Trust are invited to complete an online evaluator to generate your Insights Discovery profile. This detailed document helps you to understand yourself, understand others and make the most of the relationships that affect you in the workplace.

We also have an accredited Insights practitioner within the Trust who leads workshops with each senior leadership team to enable you to have more respectful, productive and positive working relationships, to truly work together as a team.

Leadership scholarship

Our Leadership Scholarships are available to both new and existing staff, following a rigorous application process. We offer:

- 3 tiers of scholarship dependent upon experience - Emerging, Securing, and Enhancing Leadership
- A 2 year funded scholarship
- Access to a professional coach or mentor
- Access to a guided programme of leadership training
- Leadership profiling
- Implementation of a leadership challenge project
- Participation in a leadership residency in one of our Trust schools
- Provision of an iPad and associated creative learning training

Leadership Showcase events

We hold leadership showcase events at differing levels of leadership, enabling leaders within a school or the Trust to come together to share the initiatives you have been working on, and thereby to learn from each other.

These also allow you to discuss how your leadership skills have developed during the initiative, and to consider the next steps on your leadership journey.

Motivational Maps

Motivation is key to success - the more motivated we are, the more energy we have and the more productive we become. All members

of the Trust can now take advantage of Motivational Maps, as we have a strong cohort of trained practitioners. A Motivational Map explains your key motivators, how well they are being currently met, and practical steps you can take to increase your motivation. This is delivered in a one-to-one confidential coaching session, enabling you to own the outcomes yourself.

NPQ

We encourage Trust staff to take advantage of the full range of National Professional Qualifications. These are currently funded by the government across eight separate areas. We work closely with our local NPQ providers, with some of the training delivered within our own Trust.

Raising Leaders

Leadership CPD in Castle Phoenix Trust is organised as a modular system. Leaders and aspiring leaders at all levels can select the training you need to carry out your current role and develop your skills and knowledge for future roles. A broad range of sessions is available, many led by our experienced in-house team, while others are developed and led for us by external leadership specialists.

Each session carries a specific weight, allowing you to negotiate your own path over a three-year period to lead to a Castle Phoenix Trust leadership award, certificate or diploma. Current modules include Courageous Conversations, Leading for Strategic Improvement, and Creating a Sense of Belonging.

Secondment Opportunities

Because of the diverse nature of the Trust, we are able to offer secondment opportunities both within your base school and across the Trust. A secondment enables you to step up to the next level of leadership for a set period of time, while you tackle a specific need within the school or Trust. The new skills developed during such a secondment will support confident application for promotion.

Shadowing Leaders

All aspiring leaders, at all levels, are able to request the opportunity to shadow an experienced leader. As we are a Trust encompassing primary and secondary schools in differing circumstances, there are opportunities to shadow leaders in roles and areas of interest that may not be available in your base school.

Soundwave

The Trust works closely with the creator of Soundwave, Kevin Eyre, allowing you to access workshops and coaching based around your personal profile and 360° profile. Together, these enable you to examine your use of the 9 Voices within your daily interactions with others, and to fine tune these voices so that conversations are more effective and work relationships are more beneficial.

'Growing confident learners' by 'Leading, Learning and Excelling together'

