



The Diocese of Westminster Academy Trust

Staff CPD Brochure

2026/27

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Welcome

from the CEO



We are pleased to introduce our first Continuing Professional Development (CPD) brochure. This is aimed at all staff and Governors across the Diocese of Westminster Academy Trust.

Our commitment to formation and professional growth remains central to ensuring the highest standards of education, care, and service within our schools.

Guided by our shared mission, “To achieve excellence in the service of the Gospel, to build a better world.”, this programme reflects our responsibility to continually develop our workforce development, knowledge and practice in line with both Catholic educational excellence and statutory expectations.

Alongside our pursuit of professional Catholic excellence, as a CMAT compliance with legal and regulatory requirements is a fundamental aspect of our work. This underpins the wellbeing and safety of our people. This brochure has been carefully designed to provide clear guidance on these obligations, supporting all colleagues in understanding what is required and how best to implement it in practice.

We encourage all staff to actively participate in their own professional development, ensuring that we collectively uphold the standards expected of us and continue to grow as a learning community.

We would also ask you to let us know of anything that you would like us to offer in the years ahead to ensure that innovation and latest best practice in formation, pedagogy including AI and professional best practice, remain a key feature of DoWAT’s mission delivery as we develop our offer to you!

Pat Murden

How to use this document

This document has been developed to support staff in accessing and engaging with a range of professional learning opportunities. It brings together key information on statutory and mandatory training requirements alongside a variety of professional development opportunities designed to enhance knowledge, skills, and practice.



Within this brochure, you will also find a selection of relevant links to courses and training available through the National College, as well as a range of short professional development resources that can be accessed to support continuous learning. These opportunities are intended to support both compliance with required training and the ongoing growth of staff across their roles. If you have any questions or require further guidance regarding the training opportunities outlined in this document, please do not hesitate to contact Anjana in the central team, who will be happy to provide further assistance: achandegra@dowat.co.uk.

Types of Training

STATUTORY

This is training that by law must be undertaken by all employees of DoWAT and Local Governing bodies. These courses will be loaded onto your National College account annually.

MANDATORY

This is training that all DoWAT employees and Local Governing Bodies must undertake to ensure we are adhering to policies and procedures set by the Diocese and Directors. These courses will be loaded onto your National College account annually.

PROFESSIONAL DEVELOPMENT

This is training that colleagues may wish to undertake as part of their own professional development in areas that they work or have an interest in. Schools may also direct staff towards this training as part of a colleague's development or the school's own School Development Plan.

Statutory Training

Safeguarding

Training Link 	Who	Frequency
<u>Read KCSIE Part 1 (minimum)</u>	All Staff & Governors	Annual
<u>Annual Refresher Training</u>	All Staff & Governors	Annual
<u>Prevent Training</u>	All Staff	Annual
<u>KCSIE 2026: Major Safeguarding Shifts for Nurseries & EYFS Settings</u>	All Early Years Staff	Annual
<u>Initial full Safeguarding Training & Annual Refresher</u>	DSLs	Annual

Health & Safety

Training Link 	Who	Frequency
<u>Health & Safety</u>	All Staff	Annual
<u>Fire Safety</u>	All Staff	Annual
<u>Allergy & Anaphylaxis</u>	All Staff	Annual

IT, Cyber & Data Protection

Training Link 	Who	Frequency
<u>IT & Cyber Security</u>	All Staff & Governors	Annual
<u>GDPR Training</u>	All Staff & Governors	Annual

Mandatory Training

Training Link 	Who	Frequency
<u>RCDOW Headteacher Training</u>	Headteachers	Annual
<u>Ofsted Updates & Training</u>	SLT	During Ofsted Prep Window
<u>Safer Recruitment</u>	SLT & Governors involved in appointment panels	2 years
<u>Designated Safeguarding Lead Training / Refresher</u>	DSLs / Deputy DSLs	2 years
<u>Catholic Schools Inspection Training</u>	Catholic Life Leads	During CSI Prep Window



Professional Development

Safeguarding

Training Link 	Phase
<u>Preventing Exclusions: Effective Intervention Strategies</u>	Primary
<u>Preventing Exclusions: Effective Intervention Strategies</u>	Secondary

General Professional Development

Training Link 	Phase
<u>Fostering a Culture of Respect to Support and Empower TAs</u>	All

Catholicity

Training Link 	Phase
<u>RCDow Offer</u>	All
National College Certificate	All



Teaching & Learning: Primary Schools

Training Link 

[Literacy: KS1 Writing: Raising Standards in Line with Research and Best Practice](#)

[Literacy: KS2 Writing: Raising Standards in Line with Research and Best Practice](#)

[The Writing Framework in Action: Practical Approaches for Reception](#)

[The Writing Framework in Action: Practical Approaches for KS1 & KS2](#)

[Primary Reading: Strategy to Enthuse Readers & Enhance Outcomes](#)

[Primary Maths: Effective Subject Leadership](#)

[Primary History: Effective Subject Leadership](#)

[Primary Geography: Effective Subject Leadership](#)

[Primary Science: Effective Subject Leadership](#)

[Primary Computing: Effective Subject Leadership](#)



Teaching & Learning: Secondary Schools

Training Link 
<u>Using EEF Worked Examples to Enhance Pupil Outcomes</u>
<u>Metacognition: A Self-Regulated Approach to Teaching and Learning</u>
<u>How to Use Rosenshine's Principles to Improve Classroom Practice</u>
<u>Evidence-based Strategies for Explaining and Modelling with Precision</u>
<u>Bridging the Literacy Gap: Addressing Weak Reading Skills</u>
<u>Secret Agent Tactics to Manage Classroom Behaviour</u>
<u>Secondary History: Effective Subject Leadership</u>
<u>Secondary Geography: Effective Subject Leadership</u>
<u>Secondary Science: Effective Subject Leadership</u>
<u>Secondary Computing: Effective Subject Leadership</u>

Assessment & Feedback

Training Link 	Phase
<u>Implementing EEF's Key Principles of Effective Feedback Secondary</u>	Secondary
<u>High-Quality Feedback and Targeted Support to Raise Attainment</u>	All
<u>Advanced Certificate in Assessment & Feedback</u>	Secondary

Literacy / Oracy

Training Link 	Phase
<u>What Makes Effective Literacy Teaching</u>	All

Pupil Premium

Training Link 	Phase
<u>Improving Outcomes for Disadvantaged & Vulnerable Learners</u>	All
<u>Scaffolding to Support Disadvantaged Pupils</u>	Secondary
<u>Applying Rosenshine's Principles for Disadvantaged Pupils</u>	Secondary
<u>Adaptive Teaching: Supporting Disadvantaged Pupils to Excel</u>	Secondary

EAL

Training Link 	Phase
<u>EAL Pupils: Supporting Language Needs of New Arrivals Secondary</u>	Secondary
<u>Addressing EAL Pupils with SEND: Overcoming Language Barriers</u>	Secondary

Most Able

Training Link 	Phase
<u>Empowering the Most Able Pupils</u>	Secondary
<u>How to Teach Effective Critical Thinking Skills</u>	All



SEND

Training Link 	Phase
<u>EEF Guidance: Supporting SEND Pupils in Mainstream Schools</u>	Secondary
<u>Adaptive Teaching: Differentiation to Support All Pupils</u>	Secondary
<u>Cognitive Load Theory in the Classroom: CPD for Teachers</u>	All
<u>Understanding and Managing the Behaviour of Pupils with SEND Primary</u>	Primary
<u>The Graduated Response to SEND, Wave 1: Quality First Teaching</u>	All
<u>Identify & Support Children with Hidden SEND</u>	Secondary
<u>Identifying and Supporting Children with Hidden SEND</u>	Primary
<u>Managing Transitions for Pupils with SEND</u>	Secondary
<u>Managing Transitions for Pupils with SEND</u>	Primary
<u>Supporting Home-Educated Children Return To Mainstream Schooling</u>	All
<u>Scaffolding Strategies: Better Classroom Learning for All Pupils</u>	All

Anti-Racism

Training Link 	Phase
<u>A Discourse on Tackling Systemic Racism in Education</u>	All

Boys

Training Link 	Phase
<u>Create Learning Environments Where Boys Can Shine</u>	Secondary

Health & Safety

As well as the statutory and mandatory courses detailed earlier, this section is relevant to school leaders with a responsibility for Health and Safety and members of the site/premises team.

As stated in the [DoWAT Health & Safety Policy](#), below is a list of the training we would expect responsible parties to have undertaken. Please consult the [DoWAT Health & Safety Handbook](#) for detail relating to the frequency of required training and refreshers according to each job role.

Training Link
Manual Handling.
Fire Warden.
Working at Height.
Handling Hazardous Materials (COSHH).
Asbestos Management.
Legionella awareness.
Lone working.
Accident Reporting.
RIDDOR Awareness
In-person Caretaker Training as part of an induction - Health and Safety for site managers and caretakers (includes asbestos management training).

HR

DoWAT Specific Policy Webinars can be found on Governor Hub linked [here](#). These are particularly useful for new line managers and leaders within the Trust and are also a helpful reminder of best practice and policy requirements for current leaders.

Webinar Link 
<u>Bullying and Harassment</u>
<u>Appraisal</u>
<u>Capability</u>
<u>Grievance</u>
<u>Collective Grievance</u>
<u>Disciplinary</u>
<u>Probation periods (support staff)</u>
<u>Sickness Absence</u>

There is also webinars available on The National College for Senior Leaders and Line Managers:

Webinar Link 
<u>Recruiting a Strong & Committed Workforce (Primary)</u>
<u>Recruiting a Strong & Committed Workforce (Secondary)</u>
<u>HR Focus on Mental Health: How to Make Reasonable Adjustments and Support Staff Wellbeing</u>

NPQs and Apprenticeships

We offer a range of NPQs, Flourishing leader Courses and apprenticeships. We work closely with our external partners to ensure the courses deliver the specific requirements that you request. We will often run the courses in house with face to face days at Waxwell House, although some courses may be remote learning or led by the lead provider.

Below are links to the providers we use. If you see a course that you are interesting in taking please contact Mark Dodson for more information – mdodson@dowat.co.uk

[National Professional Qualifications with LLSE](#)

[Flourishing Leaders, National Society for Education](#)

[Apprenticeships, National College of Education](#)



Leadership Development

NPQs

We are taking expressions of interest for November starts of the:

- NPQEL
- NPQH
- NPQSL
- NPQSENCO
- NPQLT
- NPQLTD
- NPQLBC
- NPQLPM
- NPQLL
- NPQEYL

Register interest at:

learn.llse.org.uk/apply/

Specific Cohorts for:

- Global majority leaders
- Women's Ed
- Further Education

Coaching

Coach training and Development:

- City and Guilds ILM Level 5 Certificate in Effective Coaching and Mentoring
- Institute of Leadership approved Coaching Skills for School Leaders Programme
- The Coachpreneur programme
- High Impact Teams in Schools Programme

Coaching, Supervision & Mentoring services

- CSM directory
- Early Headship Coaching Offer

LLSE

Leadership Learning
Securing Excellence

Teaching

Our new programme on Leading a metacognitive school:

- Co-developed with Nathan Burns (Mr Metacognition) - author of 4 best selling books on Metacognition
- Self-paced learning in 7 modules
- Designed to support school leaders in the implementation of metacognitive practice across a school or trust

Available from late summer 2026!

Inspiration

Our resources for leaders & teachers:

- SkillSEt magazine (3x a year)
- Subject Specific webinars
- Leadership Webinars
- On Demand Learning
- School Partnership Network
- Promotive Organisations Kent Research Group
- Training day / conference talks
- Case studies
- Communities of Practice

www.llse.org.uk

Governor & Director Training

This section is designed specifically to support governors in their vital role across our schools, providing clear guidance, key documents, and access to relevant professional development opportunities. Here you will find comprehensive information upcoming training sessions, resources, and support materials to help you carry out your responsibilities effectively and confidently. More information can be found in the DoWAT governance Handbook linked [here](#).

Details of all available training sessions, including booking information and course descriptions, can be found here. We encourage all governors to engage regularly with the CPD programme to ensure continued development, strong governance, and the highest standards of leadership across DoWAT.

This table contains dates and Teams links to our in-house DoWAT Governor Training. Please ensure you have signed up in advance so we know you will be attending.

Training Link 	Date & Time	Frequency
Data Training	Wednesday 23rd September 19:30-21:00	1 per year
Disciplinary Training with HfL	Thursday 22 nd October 19:30-21:00	1 per year
CSI Training	Wednesday 13 th January 19:30-21:00	1 per year
Exclusions Training with Malcolm Leigh	Tuesday 26th January TBC	1 per year
Standard Operating Procedures	Wednesday 24 th March 19:30-21:00	1 per year
Safeguarding & SEND	Tuesday 11 th May 19:30-21:00	1 per year
IT & Cyber	Tuesday 15 th June 18:00-19:00	1 per year

We recommend that each Governing body put forward one representative from each school.

New Governors will have a tailored induction programme. All Governors are required to undergo a DBS check. This will be arranged via the Clerk.

As part of your ongoing governor development, it is expected that you should complete relevant training sessions throughout the academic year, one of these being safeguarding – others will be advertised by DoWAT and the Diocese of Westminster via the clerk. If you serve on any committees, you should have governor training that is relevant to your committee roles.

Governors are asked to record their attendance at training sessions on Governor Hub so that your commitment to training can be evidenced and also to identify any gaps on the local governing body. Below is a list of training that Governing bodies should undertake.

This table contains links to external Governor training that can be taken in addition to our in-house training.

Training Link 	Frequency	Who can deliver?	Who needs to be trained?
<u>Safeguarding</u>	Annual	DoWAT / RCDow / External / National College	All Governors
<u>SEND</u>	2 years	DoWAT / External / National College	All Governors
<u>Safer Recruitment</u>	2 years	External / National College	Governors who sit on interview panels / minimum 2 Governors, up to 6
<u>Finance</u>	2 years	DoWAT / External	Governors who sit on the Finance Committee
<u>Health & Safety</u>	2 years	DoWAT / External / National College	Governors who sit on the H&S Committee
<u>Exclusions</u>	2 years	DoWAT / External / National College	Governors who sit on exclusion panels / minimum 3 governors, up to 6

Training Link 	Frequency	Who can deliver?	Who needs to be trained?
<u>IT & Cyber</u>	Annual	DoWAT / National College	All Governors
<u>Parental Complaints</u>	2 years	DoWAT / External / National College	Governors who sit on complaints panels / minimum 3 Governors, up to 6
<u>Link Governor roles</u> <u>Safeguarding</u>	Annual	National College	
<u>Chair of Governors Role</u>	Annual	National College	
Managing Allegations against Staff	5 years	External	Governors who sit on complaints panels / minimum 3 Governors, up to 6
<u>Equality Duty</u>	2 years	External	All governors

