



Enterprise
Learning
Institute

Learning & Development Prospectus 2025-26





Welcome

High-quality teaching is essential for improving student outcomes and reducing the disadvantage gap. Effective professional development plays a key role in enhancing teaching practices but must be carefully designed and implemented due to time and resource constraints.

The Enterprise Learning Institute commits to delivering impactful professional development that builds knowledge, motivates teachers, enhances techniques, and fosters lasting improvements in practice. Networking opportunities are ultimately built into the Enterprise Learning Institute offer as our dedicated team of facilitators recognise the power of collaborative learning in developing skills, knowledge and understanding from across a range of differing contexts.

Our terms of service mean that, where someone books a place on one of our programmes, we expect payment in full within 30 days. Where a place is booked but cancelled with 20 working days notice, we will reduce the cost by 50%. Any cancellations outside this minimum 20 working day notice period will incur full costs.

Please ensure you follow your school's protocol for booking CPD and have your headteacher's approval prior to booking a place.

For more information, please visit <http://www.enterpriselearning.org>

CPD at Enterprise Learning Institute

★ Invest in Excellence with CPD that Makes a Difference! ★

High-quality, evidence-informed CPD is key to unlocking better outcomes for every pupil—especially those with diverse or additional needs. Whether you're leading a mainstream or specialist setting, investing in your staff's development leads to stronger teaching, improved inclusion, and measurable progress.



Excellent teaching is the single most important factor in improving outcomes for children, particularly those from disadvantaged backgrounds.

Department for Education, 2022



Our CPD offer aligns with the UK Government's ***Schools White Paper: Opportunity for All***, which outlines a clear vision:

- Empowering educators with practical, research-driven training
- Driving up standards in mainstream and specialist schools alike

The ***SEND Code of Practice (2015)*** is clear:

“Teachers must have appropriate training and guidance to meet the needs of all pupils.”

Our CPD programmes focus on practical, inclusive strategies for real classroom impact—ensuring your staff can confidently support all learners, including those with SEND.

Why Choose Enterprise Learning Institute?

- ✓ Expert-led sessions from experienced practitioners
- ✓ Designed to be flexible, accessible, and impactful
- ✓ Tailored for teachers, teaching assistants, and leaders

Empower Your Team. Transform Pupil Outcomes.

Partner with the Enterprise Learning Institute to access CPD that builds confident staff, inclusive classrooms, and brighter futures. Get in touch to find out more about our bespoke CPD offers!



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Calendar Overview

SEPTEMBER

17th - L1+ TA - Professional Development, Embedding Routines & Consistency and Understanding EHCPs

24th - Effective Communication & Interaction Strategies

26th - Introduction to Trauma Informed Practice

OCTOBER

2nd - Foundations of Coaching & Mentoring, the Power of Relationships and Understanding Emotional Intelligence

9th - Makaton L1

14th - Developing the Essential Skills of Coaching, the Power of Socratic Questioning and the GROW Model

15th - Writing Framework

16th - L1+ TA - ACEs/Attachment & Trauma, Child Development and the Importance of Relationships

17th - Mental Health First Aid L1

NOVEMBER

5th, 6th & 7th - First Aid at Work

12th - Developing a Trauma Informed Culture in School

13th - Understanding ASC

14th - Emergency First Aid

18th - Developing Coaching - The Importance of Planning, Follow-Up and Accountability

19th - Principles of Phonics

20th - Safeguarding

26th - L1+ TA - Sensory Needs/Processing, Neuroscience and Learning

27th - Emergency Paediatric First Aid

28th - Methods of Communication

DECEMBER

5th - Sensology - Sensory Stories/Story Song Massage

JANUARY

14th - Introduction to the Understanding of SEMH

16th - Developing a Sensory Aware Environment

20th - Pre-Phonics

21st - Safeguarding

23rd - Attachment Theory and Developing Trauma Informed Practices

29th - Understanding SEMH & Pedagogical Approaches

30th - L1+ TA - Developing Language, Communication and Understanding Medical Needs

FEBRUARY

5th - Introduction to Lego Therapy/Theraplay

10th - Mental Health First Aid L1

26th - P.A.T.H Training

MARCH

6th - Impact of ACEs and Developing Trauma Informed Practices

11th - Introduction to TEACCH

18th - Fluency & Comprehension

24th - L1+ TA - What are High Quality Interactions and what do these look like?

APRIL

17th - Introduction to Attention Autism

21st - Introduction to SCERTS

24th - Makaton L1

29th - L1+ TA - Theories of Play and Enabling Environments

30th - Safeguarding

MAY

6th - Mindfulness/Heartbeat Therapy

7th - Trauma Informed Practice - Supporting Transition

JUNE

11th - Subject Leaders Day 1

12th - Strategies to Support PDA

26th - Subject Leaders Day 2

JULY

1st - Subject Leaders Day 3

8th & 9th - Mental Health First Aid L3

10th - Makaton L2

Consultancy and Bespoke Commissions

We are proud to offer a range of consultancy and bespoke services delivered by our highly experienced and knowledgeable staff. Designed to meet the unique needs of each setting, our services can be tailored to support specific goals, challenges, or areas of development. Whether you're seeking strategic guidance, staff training, or targeted support for pupils, our team will work closely with you to deliver high-quality, impactful solutions. The following services are available upon request and can be adapted to suit your individual requirements:

- Curriculum & Pedagogy Reviews;
- Inclusion Support;
- Leadership Coaching (from qualified Level 7 coaches);
- Pupil Premium Reviews;
- Ready for Review?
- Section 175 Audits/Safeguarding Reviews;
- SEMH Outreach Consultancy;
- SEND Reviews.

Please see overleaf for further details.

For further information and to discuss your bespoke requirements, please contact enquiries@enterpriselearning.org



Curriculum & Pedagogy Reviews

Curriculum and pedagogy reviews help school leaders ensure high-quality, evidence-based provision. Led by experienced senior leaders, consultants, and Executive Assurance Partners, often in collaboration with colleagues from other schools or organisations, these reviews assess curriculum and teaching practices. Schools receive a detailed report highlighting strengths and offering recommendations for improvement.

Inclusion Support

Unlock the potential of every student with our expert consultancy support for promoting inclusion in both mainstream and special schools. Our experienced consultants empower your staff with the knowledge, tools, and strategies needed to effectively support children and young people with Special Educational Needs and Disabilities (SEND).

Our Offer Includes:

- Insight into a wide range of SEND needs, from learning difficulties to emotional and physical challenges.
- Proven inclusive teaching and adaptive strategies to support diverse learners.
- Guidance on working collaboratively with parents and specialists.
- Support in building an inclusive, respectful, and empathetic school culture.

We help schools confidently prioritise inclusion—ensuring every student can thrive and succeed in a supportive, inclusive environment.

Let's build a culture where every learner belongs.



Leadership Coaching

The Institute of Leadership and Management (ILM) is recognised worldwide as being a leader in leadership and management qualifications. Our Executive coach team are all Level 7 Certificate or Diploma award holders, all proficient in their coaching skills, knowledge and behaviours, through the ILM rigorous training approach. Engaging in a series of coaching sessions with our Level 7 Executive Coaches will enable executives and senior leaders to maximise performance, engage others, develop talent, and deliver an exceptional colleague experience, offered through a bespoke and personal coaching approach.

[Click here](#) to view our Executive Coach Profile



“Working with my coach has been an incredibly beneficial and insightful experience. Their guidance and support have helped me gain valuable insights into my strengths and areas for growth. Through our sessions, I've had the opportunity to reflect on my goals, challenges, and aspirations, leading to a deeper understanding of myself and my potential. I'm grateful for the encouragement and perspective they've provided, and I look forward to continuing this journey of self-discovery and personal development with their support.”

Coached by Executive Coach

“It has been wonderful witnessing the professional growth and development of my colleague over the last few months, as a result of her coaching sessions. Having stepped into a new role, my colleague had been wrestling with the challenges of managing a diverse team of her peers, leading to periods of self-doubt. I have noticed a tremendous change in her. She is much more confident in herself as a leader; she's developed some routines for reflection; and she is clearer about expressing her expectations. The leadership coaching has been invaluable in unlocking her potential as a leader. Thank you!”

Line Manager of Executive Leader Coached by Executive Coach

Pupil Premium Reviews

A pupil premium review assesses how effectively your school is using its pupil premium funding to improve outcomes for disadvantaged pupils. It ensures the strategy aligns with grant requirements and is based on proven, evidence-based approaches. The review also examines how planned activities are implemented in the classroom and how school culture supports disadvantaged students. Conducted by a qualified reviewer with experience at school, trust, and local authority levels, the review is designed in collaboration with school leaders and results in a report with recommendations.

Ready for Review?

Ofsted inspections and external reviews remain a challenging yet important part of school leadership. At their best, they help raise standards, and the Ofsted framework provides valuable guidance on effective practice. While Ofsted states that no specific preparation is required, schools naturally want inspections to reflect their impact. Our support focuses on school improvement as an ongoing journey—not just for inspection. Drawing on sector expertise and readily available resources, we help leaders understand the inspection process, dispel common myths, and clearly articulate their school's strengths, areas for development, and impact. The goal is to build confident, informed leadership that drives continuous improvement in the best interests of pupils.

Section 175 Audits/Safeguarding Reviews

Section 175 of the Education Act 2002 places a statutory duty on local authorities, governing bodies of maintained schools, and further education institutions to ensure that their functions are carried out with a view to safeguarding and promoting the welfare of children. To meet this duty, schools must complete annual safeguarding audits. Safeguarding reviews support this process by offering a tailored, independent evaluation of the school's safeguarding practices, working with senior leaders to identify strengths and areas for improvement through a detailed assessment of the current safeguarding culture.

SEMH Outreach Consultancy

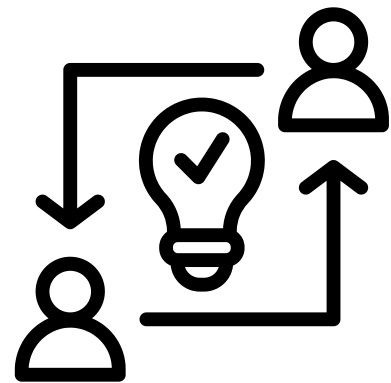
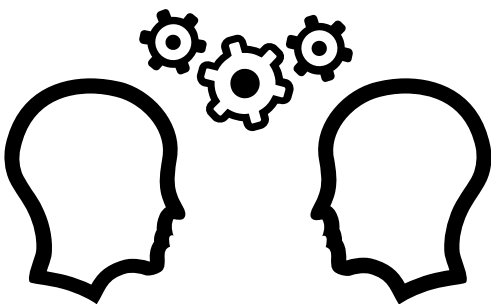
SEMH (Social, Emotional, and Mental Health) needs involve difficulties in emotional and behavioural regulation. As awareness of the link between mental health and education grows, we support school leaders in adapting systems to enable a strong, graduated SEMH response. Through bespoke training, consultation, and practical advice, we work collaboratively and non-judgementally to help schools meet the needs of their most vulnerable pupils.

Together with leaders, we review current SEMH and early intervention approaches, identify strengths and areas for development, and create improvement plans. Support includes staff training, cultural analysis, and aligning inclusive practices with the SEND Code of Practice and evolving frameworks.

SEND Reviews

A SEND review assesses how effectively your setting supports pupils with special educational needs and disabilities, offering insights to strengthen provision and ultimately helping young people achieve better outcomes. The aim is to help all children reach their full potential and prepare successfully for adulthood, further education, or employment.

Our collaborative approach involves senior leaders and key staff to identify strengths, areas for development, and clear next steps. This reflective process is valuable at any stage, supporting continuous improvement in SEND strategy and practice.



Understanding SEND

For MAT and school leaders committed to driving inclusive excellence, prioritising SEND-specific Continuing Professional Development (CPD) is both a strategic and moral imperative. In line with the *SEND Code of Practice (2015)*, which states that “all children and young people are entitled to an education that enables them to achieve the best possible educational and other outcomes” (§6.1), leaders have a statutory and ethical responsibility to ensure their staff are equipped to meet the diverse needs of all learners across both mainstream and specialist settings.

Evidence shows that investment in high-quality CPD significantly enhances teacher effectiveness and pupil outcomes; the Education Endowment Foundation (2021) reports that “effective professional development can improve student achievement by as much as an additional month’s progress per year.” Moreover, Ofsted’s research underscores that strong leadership on SEND provision correlates directly with improved inclusion and progress.

By embedding structured, evidence-informed CPD within trust-wide improvement strategies, MAT and school leaders can build lasting capacity for truly inclusive practice—ensuring that every pupil, regardless of their needs, benefits from consistently high-quality teaching and support. Engaging with the SEND-specific CPD programme offered by the Enterprise Learning Institute further strengthens this commitment. It ensures that professionals working with children and young people with a wide range of needs feel confident, empowered, and well-equipped to deliver effective, inclusive education across both mainstream and specialist settings.

Please see overleaf for further details and booking links for each session.



Programme Overview

TOTAL COMMUNICATION

- Overview of key methods - Makaton, gestures, facial expression, augmentative tools
- Supporting young people with diverse language needs
- Resources & practical strategies

METHODS OF COMMUNICATION

- Evidence-based, symbol-supported strategies - PECS, Tassels, Intensive Interaction
- Integrating strategies into daily routines

SENSOLOGY

- Multi-sensory storytelling for learners with complex needs
- Music, song, and dance enhance engagement and learning
- Touch, sound, sight, movement, and smell for immersive story experiences

UNDERSTANDING ASC

- Autistic Spectrum Condition
- Common traits & challenges
- Practical strategies across all settings
- Inclusive & supportive environments

SENSORY AWARE ENVIRONMENT

- Sensory environments and role in emotional regulation, attention, and learning
- Sensory processing
- Sensory circuits & sensory spaces

LEGO THERAPY/THERAPLAY

- Play-based approaches for supporting social, emotional, and communication development
- Practical strategies for using both structured and relational play

INTRODUCTION TO TEACCH

- A foundation in the TEACCH approach for supporting autistic individuals
- Design visual timetables and individualised work systems
- Structured, predictable environments to reduce sensory overload

INTRODUCTION TO ATTENTION AUTISM

- Play-based approach by Gina Davies
- Overview of the structured, multi-stage model to build and sustain attention
- Use of visually engaging, sensory-rich activities to motivate and engage

INTRODUCTION TO SCERTS

- Social Communication, Emotional Regulation, and Transactional Support
- Focus on creating person-centred, respectful, and empowering support plans
- Practical insights

MINDFULNESS/HEART BEAT THERAPY

- Calm, focus, and emotional awareness
- Combines rhythmic movement, breath awareness, and mindfulness practices
- Practical guidance on integrating techniques into everyday settings
- Promotes emotional regulation, stress reduction, and overall well-being

STRATEGIES TO SUPPORT PDA

- Pathological Demand Avoidance (PDA), a profile of autism
- Explores key traits, including extreme avoidance of everyday demands
- Insights into the underlying causes of PDA-related behaviours
- Practical strategies

UNDERSTANDING OF SEMH

- Social, Emotional, and Mental Health (SEMH) challenges
- Understand the roots of behaviour using trauma-informed and attachment-aware approaches
- Learn effective strategies to build positive relationships and promote emotional regulation

SEMH - PEDAGOGICAL APPROACHES

- In-depth exploration
- Apply evidence-based teaching strategies and trauma-informed practices
- Strategies to build meaningful, supportive relationships that help learners thrive

P.A.T.H TRAINING

- Creative, person-centred approach placing the child and family at the heart of planning
- Graphic facilitation to set positive, future-focused goals
- Enhances family engagement in reviews and future planning, including transition to adulthood

Please get in touch with a member of the team to discuss package prices

Effective Communications & Interaction Strategies

- Total Communication

This introductory course offers a practical introduction to Total Communication—an inclusive approach that combines methods like Makaton, gestures, facial expressions, and augmentative tools to support children and young people with diverse language needs. Participants will explore a range of resources and gain hands-on experience with strategies to promote effective communication and expression across settings.



Date: 24th September 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Methods of Communication - Exploring PECs/Tassels/Intensive Interaction

This course introduces the vital role of communication, focusing on three evidence-based symbol-supported strategies for individuals with speech, language, or cognitive challenges. Participants will explore how to integrate the following systems into daily routines through practical, interactive activities:

- PECS: Use pictures and symbols to develop spontaneous, functional communication.
- Tassels: Apply tactile cues and sensory strategies within structured routines.
- Intensive Interaction: Foster connection through responsive, person-centered communication for early developmental levels.



Date: 28th November 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Sensology including Sensory Stories/Story Song Massage/Dance Massage

This introductory course teaches the art of multi-sensory storytelling, designed to engage learners with complex needs, including PMLD, autism, and sensory processing differences. Participants will explore how music, song, and dance enhance storytelling, supporting rhythm, memory, motor skills, and active participation. By combining touch, sound, sight, movement, and smell, sensory stories create immersive experiences that promote communication, anticipation, emotional expression, and joy.



Date: 5th December 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)



“

Thank you for the training it was extremely insightful and beneficial. The timing, pace and engagement was fantastic!

”

Class Teacher, Doncaster

“

Highly informative, packed full of ideas and great opportunities for discussion. Really useful!

”

EYFS Lead, Barnsley

An Introduction to Understanding Autistic Spectrum Condition

This introductory course provides a basic understanding of Autistic Spectrum Condition (ASC), exploring what autism is, its common traits, and the unique challenges individuals may face. The course promotes greater awareness and acceptance, offering practical strategies to support autistic people in a variety of everyday settings. Whether you're a parent, carer, or professional, this course will equip you with the tools to better understand and support individuals with autism, helping create more inclusive and supportive environments.



Date: 13th November 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Developing a Sensory Aware Environment including Sensory Circuits

This course introduces the use of sensory environments, focusing on sensory circuits to support emotional regulation, attention, and learning. Participants will learn the principles of sensory processing, how it impacts behaviour and learning, and how to set up and facilitate sensory circuits—movement-based activities that help pupils become alert and ready to learn. The course also covers designing and adapting sensory spaces, assessing sensory needs, and embedding sensory supports into daily routines.



Date: 16th January 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Lego Therapy/Theraplay

This introductory course explores two highly engaging, play-based approaches to supporting social, emotional, and communication development in children and young people. It offers practical strategies for using both structured and relational play to foster connection, cooperation, and confidence. Participants will gain valuable insights and ideas for integrating these approaches into their practice, helping to build trust, enhance communication, and support emotional growth through the power of play.



Date: 5th February 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to TEACCH

This introductory course provides a foundation in the TEACCH (Treatment and Education of Autistic and Communication Children) approach, a structured framework to support learning, independence, and well-being for autistic individuals. Participants will learn how to create structured environments that support predictability and reduce sensory overload, design visual timetables and work systems, adapt tasks to individual strengths, and use TEACCH to promote independence in learning, life skills, and transitions.



Date: 11th March 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Attention Autism

This introductory course introduces participants to Attention Autism, a highly motivating, play-based approach developed by Gina Davies to support the attention, communication, and interaction skills of autistic children and those with additional learning needs. The course provides an overview of how to capture and build attention using a structured, multi-stage approach that incorporates visually engaging and sensory-rich activities. Participants will learn practical techniques for creating stimulating environments that encourage engagement and help children develop essential communication skills in a fun and supportive setting.



Date: 17th April 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

“The whole session was very interesting and meaningful. I gained lots of different strategies. Can't wait to put them into place.”

Assistant SENDCo, Sheffield



An Introduction to SCERTS

This introductory course offers an overview of the SCERTS Model, a multidisciplinary framework designed to support autistic individuals in the key areas of Social Communication, Emotional Regulation, and Transactional Support. Participants will explore how SCERTS can be applied to create person-centred, respectful, and empowering support plans tailored to meet the unique needs of each individual. The course will also provide practical insights into using SCERTS to promote meaningful communication, emotional well-being, and social development, ensuring that each individual receives the right support for their growth and success.



Date: 21st April 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Mindfulness/Heartbeat Therapy

This introductory course introduces the powerful concepts of Mindfulness and Heartbeat Therapy, designed to cultivate calm, focus, and emotional awareness. By combining rhythmic movement, breath awareness, and mindfulness practices, these techniques promote emotional regulation, stress reduction, and overall well-being. Participants will learn how to integrate Mindfulness and Heartbeat Therapy into their own settings, equipping them with the skills to create a calming and supportive environment for those they work with.



Date: 6th May 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Strategies to Support PDA

This introductory course offers essential strategies for supporting individuals with Pathological Demand Avoidance (PDA), a specific profile of autism characterised by extreme avoidance of everyday demands, often expressed through challenging behaviours. The course provides practical approaches to manage and reduce demand-avoidant behaviours, offering participants a deeper understanding of the underlying causes. It equips professionals with effective tools to develop more supportive, positive, and proactive strategies when working with individuals with PDA.



Date: 12th June 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)



“Great training session, a lot of information and very engaging!”
Class Teacher, Sheffield

“Thank you. This was the most useful session I have attended in a long while. Really well paced. Good mix of speaker and discussion and time to think about application in school.”
Deputy Headteacher, Rotherham

An Introduction to the Understanding of SEMH

Join us for an Introduction to SEMH Needs—a practical, insightful session designed to help educators understand and support children with Social, Emotional and Mental Health (SEMH) challenges. Explore the roots of behaviour through trauma-informed and attachment-aware approaches, and gain effective strategies to build positive relationships and promote emotional regulation in the classroom. Perfect for anyone looking to create a more inclusive and supportive learning environment.



Date: 14th January 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Understanding SEMH & Pedagogical Approaches

Discover Understanding SEMH and Pedagogical Approaches, a dynamic session that dives deeper into supporting students with Social, Emotional and Mental Health needs. Learn how to apply evidence-based teaching strategies and trauma-informed practices to create a positive, engaging classroom environment. This course equips educators with practical tools to enhance emotional regulation and foster meaningful relationships, helping every learner thrive.



Date: 29th January 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)



SEMH

Social, Emotional and Mental Health



**Enterprise
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P.A.T.H Training

P.A.T.H. training places the child and family at the centre of planning, using a creative, person-centred approach with graphic facilitation to set positive, future-focused goals. It helps professionals engage families more effectively in reviews and supports them in planning for adulthood, regardless of the child's age.

The approach empowers young people to make choices, express their views, and set their own targets—ensuring their voice leads the process. Participants will gain practical tools to create inclusive, aspirational plans that promote ownership, ambition, and long-term success.



Date: 26th February 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

“

I absolutely loved the session today! It was delivered in a way which was informative but also interactive. Fantastic information and delivery.

Class Teacher, Rotherham

”



Trauma Informed Practice

Understanding and responding to the impact of trauma is essential for creating safe, supportive learning environments where all children can thrive—particularly those with SEND or experiences of adversity. Trauma-Informed Practice (TIP) specific CPD equips educators with the knowledge and strategies to recognise and respond to the effects of trauma, which often manifest as emotional, behavioural, or learning difficulties. The *SEND Code of Practice (2015)* reinforces the importance of a holistic approach, stating that schools must “use their best endeavours to ensure that such provision is made for those who need it” (§6.2) and that “a pupil has SEND where their difficulties...require special educational provision” (§6.15)—including social, emotional and mental health needs, which can be trauma-related. Evidence from Public Health England (2021) highlights that “adverse childhood experiences (ACEs) are strongly associated with poorer educational outcomes and increased behavioural challenges,” underscoring the urgent need for targeted, trauma-aware training.

By investing in Trauma-Informed CPD delivered by the expert practitioners at the Enterprise Learning Institute, MAT and school leaders can strengthen whole-school capacity to respond with empathy, insight, and effectiveness—reducing exclusions, enhancing engagement, and fostering resilience among even the most vulnerable learners.

Participants have the opportunity to explore Trauma Informed Practice by engaging with our more focussed modules around specific areas in order to broaden and deepen knowledge in a series of evidence informed learning sessions. Participants can engage with all programme components or choose ones specific to them.

Please see overleaf for further details and booking links for each session.



Programme Overview

AN INTRODUCTION TO TRAUMA INFORMED PRACTICE

- What works for children who have experienced early trauma
- Effective, trauma-informed strategies for classroom support
- How to identify signs and symptoms of early childhood trauma
- Understanding the impact of trauma on brain development and behaviour
- How to connect with the inner child affected by trauma

IMPACT OF ACES & DEVELOPING TRAUMA INFORMED STRATEGIES

- The importance of developing relationships
- Exploring what ACEs are
- How do ACEs impact a child's development?
- Impact of childhood trauma
- Consider resilience & protective factors
- The use of PACE across varying settings
- Developing emotion coaching scripts
- Case Studies – MLD/ASC/SEMH/PMLD/SLD

DEVELOPING A TRAUMA INFORMED CULTURE IN SCHOOL

- What is trauma
- What is the impact of trauma on young people
- How to develop trauma informed policy into practice
- Creating a trauma informed culture
- Practical strategies to support school leaders

TRAUMA INFORMED PRACTICE - SUPPORTING TRANSITION

- Welcome packs
- Social Stories
- Home/Class visits
- Virtual website tour
- Support for parents/carers
- Continuum of school support
- Universal services

ATTACHMENT THEORY & DEVELOPING TRAUMA INFORMED STRATEGIES

- The importance of developing relationships
- Exploring the 4 attachment styles.
- Exploring the impact of attachment
- Case Studies – MLD/ASC/SEMH/PMLD/SLD
- Developing strategies to support young people with attachment
- The use of PACE across varying settings
- Developing emotion coaching scripts

Please get in touch with a member of the team to discuss package prices

An Introduction to Trauma Informed Practice

What works for children who have been traumatised in their childhood? What strategies can be employed in the classroom to support these young people? How do we identify early childhood trauma and how can we start to mend hearts in order to grow brains?

To discover the inner child where trauma has impacted them, this introductory module will support participants in engaging with children at a deeper level in order to treasure childhood.



Date: 26th September 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

“

This was a great introduction and I am now eager for more in depth Trauma/ACEs training!

*L3 Teaching Assistant,
Rotherham*

”

“

The course was very well delivered and resources shown to support session ideas. Very useful course.

*Deputy Designated Safeguarding
Lead, Sheffield*

”

“

Absolutely great presentation with a very professional tutor!

Class Teacher, Barnsley

”



**Enterprise
Learning
Institute**

Developing a Trauma Informed Culture in School

This practical session explores the impact of trauma on young people's development, behaviour, and learning, and the importance of trauma-informed approaches in schools. It equips leaders with strategies to create safe, supportive environments, helping staff recognise trauma, respond effectively, and build resilience in students. By fostering a trauma-aware culture, schools can reduce barriers to learning and support long-term success. Further reading and resources are included to support ongoing professional development.



Date: 12th November 2025 9am-12pm



Target Audience: Leadership



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Attachment Theory & Developing Trauma Informed Strategies

This session explores Bowlby's attachment theory and its role in understanding the impact of trauma on young people, emphasising the importance of secure relationships in building resilience and emotional regulation. Participants will examine the four attachment styles, supported by case studies across settings including mainstream, MLD, ASC, SEMH, PMLD, and SLD. Practical strategies include using PACE (Playfulness, Acceptance, Curiosity, Empathy), emotion coaching scripts, and targeted interventions. Further reading and resources will support continued professional development and confident, informed practice.



Date: 23rd January 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Impact of ACEs & Developing Trauma Informed Strategies

This session introduces Adverse Childhood Experiences (ACEs), using insights from The Little Book of ACEs to explore how early trauma impacts development, behaviour, and emotional well-being. Building on a trauma recap, it emphasises the role of secure, trusting relationships in healing. Through videos and case studies across mainstream, MLD, ASC, SEMH, PMLD, and SLD settings, participants will examine the effects of ACEs, resilience, and protective factors. Practical strategies include applying PACE and using targeted resources to support young people. Further reading is provided to support ongoing professional development.



Date: 6th March 2026 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Trauma Informed Practice - Supporting Transition

Join us for the final session of our Trauma-Informed Practice series, focusing on Supporting Transition. This session will explore key strategies to help children navigate changes smoothly, including the use of welcome packs, social stories, home and class visits, and virtual website tours. We'll also cover support for parents and carers, the continuum of school support, and access to universal services. Don't miss this opportunity to enhance your understanding and toolkit for creating safe, supportive transitions for every child.



Date: 7th May 2026 3.30-4.30pm



Target Audience: Anyone



Venue: Online via Teams

[Click here to reserve your place](#)

First Aid & Mental Health

First Aid

Ensuring staff are equipped with both physical and mental health first aid skills is vital for creating a safe, responsive, and supportive environment in schools and organisations. Under the *Health and Safety (First-Aid) Regulations 1981*, all employers—including schools—are legally required to provide adequate first aid provision for staff and pupils. This includes having trained personnel capable of delivering immediate assistance in medical emergencies.

Equally important is mental health support. The *Health and Safety Executive (HSE)* states that employers have a duty to manage risks to mental health in the workplace, including providing appropriate training and support. Mental Health First Aid (MHFA) training helps staff recognise early signs of mental ill-health, engage in supportive conversations, and guide individuals to professional help when needed. As MHFA England notes, “Mental Health First Aid is as important as physical first aid.”

Investing in First Aid and Mental Health First Aid training not only meets statutory requirements but also empowers staff to respond confidently to emergencies, foster wellbeing, and create a culture of care and inclusion.

Please see overleaf for details about our First Aid and Mental Health First Aid courses.



First Aid at Work

This comprehensive three-day First Aid at Work course equips participants with the skills and confidence to handle a wide range of first aid emergencies, meeting HSE (Health and Safety Executive) requirements. Ideal for staff across schools, organisations, and workplaces, the course combines practical, hands-on training with essential knowledge.

Topics include legal responsibilities, CPR and AED use, managing unresponsive casualties, and responding to heart attacks, choking, bleeding, fractures, burns, poisoning, asthma, diabetes, anaphylaxis, stroke, epilepsy, and more.

Participants will leave fully prepared to act in emergencies and help create a safer, more responsive environment.

 **Dates: 5th, 6th & 7th November 2025 9am-3.30pm**

 **Target Audience: Anyone**

 **Venue: Enterprise Works, S9 1EA**

 **Cost: £250 (Ex VAT)**

[Click here to reserve your place](#)

Emergency First Aid

The Emergency First Aid Training Course is a one-day, Level 3 Award designed to provide essential life-saving skills for designated first aiders in schools, workplaces, and community settings. Ideal for those responsible for providing initial emergency care, the course delivers practical, hands-on training to build confidence and competence in responding to a range of medical situations.

Topics covered include CPR, safe use of an AED (defibrillator), the recovery position, managing bleeding, seizures, head injuries, choking, shock, and diabetic emergencies.

 **Date: 14th November 2025 9am-3.30pm**

 **Target Audience: Anyone**

 **Venue: Enterprise Works, S9 1EA**

 **Cost: £150 (Ex VAT)**

[Click here to reserve your place](#)

Emergency Paediatric First Aid

This one-day Emergency Paediatric First Aid course is ideal for anyone working with babies and young children who wants to gain essential, practical skills in child and infant basic life support. Designed to meet the needs of early years staff, childcare providers, and those in school or nursery settings, the course covers key topics such as CPR, the recovery position, choking, bleeding, and managing common childhood medical emergencies.

In line with the statutory Early Years Foundation Stage (EYFS) framework, staff holding a Level 2 or 3 qualification (since 30 June 2016) must hold a valid Paediatric First Aid certificate within three months of starting work to be included in required staff-to-child ratios.

 **Date: 27th November 2025 9am-3.30pm**

 **Target Audience: Anyone**

 **Venue: Enterprise Works, S9 1EA**

 **Cost: £150 (Ex VAT)**

[Click here to reserve your place](#)

Mental Health First Aid - Level 1

This course is perfect for employees at all levels, equipping them with the skills to identify mental health concerns, start supportive conversations, and guide individuals to professional help. It covers essential topics such as understanding what First Aid for Mental Health is, recognizing common mental health conditions, offering advice, initiating conversations, managing stress, and gaining insight into various mental health conditions. Help your team create a supportive, healthier workplace culture with this valuable training.

 **Date: 17th October 2025 or 10th February 2026 9am-1.30pm**

 **Target Audience: Anyone**

 **Venue: Online via Teams**

 **Cost: £75 (Ex VAT)**

[Click here to reserve your place](#)

Mental Health First Aid - Level 3

This two-day course offers in-depth coverage of various mental health conditions and the support available from healthcare professionals. Learners will gain the knowledge to identify mental health concerns, start supportive conversations, and direct individuals to professional help. The course also covers the effects of drugs and alcohol, the First Aid for Mental Health Action Plan, and strategies to promote a positive mental health culture in the workplace.



Dates: 8th & 9th July 2026 9am-3.30pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA



Cost: £325 (Ex VAT)

[Click here to reserve your place](#)

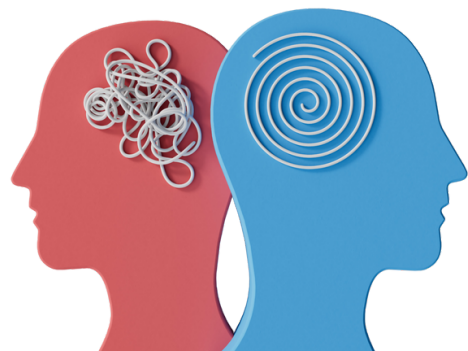


The facilitator was excellent with the way she presented and explained everything. She answered all our questions and was very calm and patient with us.

Teaching Assistant, Nottingham

Even though some of the content was quite triggering, it was dealt with in a really professional manner with utmost respect. Excellent trainer!

Teaching Assistant, Rotherham



English (Reading, Writing, Phonics)

Unlock the potential of every learner with our targeted English CPD, expertly designed to support children with diverse needs in both mainstream and specialist settings. Backed by the latest research, including the Education Endowment Foundation's finding that "systematic phonics instruction is one of the most effective ways to improve children's reading" (EEF, 2021), these CPD sessions offer practical, evidence-based strategies you can implement immediately. Join us to enhance your skills, close attainment gaps, and inspire a lifelong love of literacy—empowering every child to thrive. Don't miss this opportunity to transform your classroom practice with expert guidance and collaborative learning!

Please see overleaf for further details on each session.



Programme Overview

THE WRITING FRAMEWORK

- Explore the latest Department for Education (DfE) writing framework
- Understand key changes, aims, and structure of the updated guidance
- Align planning, teaching, and assessment with the new framework
- Gain practical, evidence-informed strategies to support pupil progress

FLUENCY & COMPREHENSION

- Explore what happens after students complete a phonics programme
- Why progress beyond phonics is critical for long-term reading success
- Next steps in reading: fluency and comprehension
- Evidence-informed strategies
- Practical approaches

PRINCIPLES OF PHONICS

- Clear, practical introduction to core principles of phonics teaching
- Alphabetic code, blending, segmenting, and skill progression
- Early reading and writing
- Applicable across all phonics programmes and approaches

Please get in touch with a member of the team to discuss package prices

PRE-PHONICS

- Strong foundational skills for phonics readiness
- Understand how targeted interactions support essential pre-phonics development
- Identify common challenges caused by gaps in early skill acquisition
- Learn effective strategies to recognise and address these gaps



The Writing Framework

Are you ready to lead writing with clarity and confidence? Join our expertly designed CPD course to explore the latest Department for Education (DfE) Writing Framework. This essential training will guide teachers and literacy leads through the key changes, expectations, and practical strategies needed to embed the framework effectively across your school. Through interactive sessions, real-world examples, and takeaway resources, you'll gain the tools to:

- Understand the framework's aims and structure
- Align planning, teaching, and assessment with updated guidance
- Support pupil progress with evidence-informed approaches

This course ensures you're equipped to deliver high-quality writing outcomes from day one.



Date: 15th October 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Principles of Phonics

Are you new to phonics and looking to build a solid foundation? This session is designed for educators at the beginning of their phonics journey, offering a clear and practical introduction to the core principles of phonics teaching. This session will help you understand the key concepts behind effective phonics instruction, including the alphabetic code, blending, segmenting, and the progression of skills. Gain the confidence to support early reading and writing with clarity, no matter which phonics approach your school uses.



Date: 19th November 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Pre-Phonics

During this session, we will explore the importance of ensuring that all students have the foundational skills necessary to successfully access a phonics programme. The session highlights how thoughtful, targeted interactions with students can help address these essential pre-phonics needs. Additionally, we will examine common challenges that may arise during phonics learning due to gaps in early skill development and provide effective strategies for identifying and addressing these gaps, ultimately supporting more confident and capable early readers.



Date: 20th January 2026 9am-3.30pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Fluency & Comprehension

What happens when students complete a phonics programme? How do we ensure continued progress beyond a systematic phonics approach—and why is this critical for long-term reading success? In this engaging and evidence-informed session, we delve into the next steps in reading development by exploring the concepts of ‘fluency’ and ‘comprehension’. Drawing on the latest research, we outline practical strategies and key approaches to effectively teach and support both elements, ensuring learners become confident, capable, and motivated readers.



Date: 18th March 2026 9am-3.30pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

L1+ Teaching Assistant Development Programme

Unlock the full potential of your support staff with targeted, high-impact CPD designed specifically for Teaching Assistants. In both mainstream and specialist settings, well-trained TAs are key to delivering inclusive, high-quality support for pupils with diverse needs. As highlighted in the *SEND Code of Practice (2015)*, teachers remain accountable for pupil progress even when support staff are involved—making it essential that TAs are equipped to work strategically and effectively (§6.36). The Education Endowment Foundation’s *Making Best Use of Teaching Assistants* report reinforces this, stating that “well-trained TAs can have a positive impact on pupil attainment when deployed effectively.” The Enterprise Learning Institute’s CPD programme empowers TAs with the skills, confidence, and strategies they need to make a measurable difference—boosting engagement, promoting independence, and helping every child thrive. Invest in your TA workforce today, and see the impact ripple across your entire school community.

Please see overleaf for further details regarding each session.



Programme Overview

MODULE A - UNDERSTANDING THE ROLE OF THE TEACHING ASSISTANT

Session 1 - Professional Development and Embedding Routines & Consistency:

- What does it mean to be a Teaching Assistant - how important are you to these children?
- Why is it important to develop Professionally? TA Standards/Professionalism
- How to effectively communicate with stakeholders (parents, staff)
- How to use and follow planning – supporting children to move to independence in the classroom.
- High expectations, embedding routines & consistency

Session 2 - Understanding EHCPs:

- What are the different types and categories of special educational needs?
- What are EHCPs and how are they reviewed? What is the role of the TA in this?
- What does the SEND code of practice say?
- Personalised targets

MODULE B - UNDERSTANDING THE NEEDS OF CHILDREN & YOUNG PEOPLE

Session 1 - An Introduction to ACEs/Attachment & Trauma:

- Attachment theory and emotionally available adults as protective factors
- Influence of family, social, and environmental factors
- Importance of establishing relationships
- Impact of trauma and ACEs on development and behaviour

Session 2 - An Introduction to Child Development & the Importance of Relationships:

- Development theory: Maslow & Bronfenbrenner
- Positive relationships & promoting good behaviour
- EMR principles
- Triggers & Brakewell Assault Cycle (90-min de-escalation)
- Importance of relationships, pupil profiles, and consistent approach

Session 3 - An Introduction to Sensory Needs/Sensory Processing:

- 7 senses incl. kinaesthetic & numinous
- Types of need: PMLD, SLD, MLD, ASC, PD, VI, HI, etc.
- How children learn through the senses - intro to brain development & neurology
- Practical tips for supporting sensory needs
- Kinaesthetic & proprioceptive senses explained

Session 4 - An Introduction to Neuroscience & Learning:

- What is learning?
- Introduction to neuroscience and how the brain works.

Session 5 - An Introduction to Developing Language & Communication:

- Typical communication & language development
- Communication = means, reasons, opportunities
- Communication ladder & school-based methods
- High & low-tech aids – explore and try

Session 6 - Understanding Medical Needs:

- Overview & signs of:
- Epilepsy • Allergies • Gastrostomy • Tracheostomy
- Care planning & medication management in school

MODULE C - DEVELOPING HIGH QUALITY INTERACTION WITH CHILDREN & YOUNG PEOPLE

Session 1 - What are High Quality Interactions:

- Importance of high-quality interactions (links to trauma, behaviour, neurodevelopment, Maslow)
- Definition and features of high-quality interactions
- Introduction to the ShREC approach

Session 2 - What do High Quality Interactions Look Like:

- Revisit communication access approaches
- High-quality interactions across communication needs (PECS, symbols, OoRs, gestures, AAC, Intensive Interaction)
- Watch and evaluate videos of effective interactions

Session 3 - Theories of Play:

- Key theories of play and their relevance
- Understanding and enhancing your role in facilitating effective play

Session 4 - What is an Enabling Environment:

- Emotional enabling environments
- Physical enabling environments
- What does an enabling environment look like at each stage of development/phase of education?

Please get in touch with a member of the team to discuss package prices

Professional Development, Embedding Routines & Consistency and Understanding EHCPs

Module A, Sessions 1 & 2, explore the vital role of Teaching Assistants, covering key responsibilities such as supporting learning, following planning, maintaining professionalism, and communicating with parents and staff. It emphasises setting high expectations, establishing routines, and understanding TA standards. The session also introduces Education, Health and Care Plans (EHCPs), the SEND Code of Practice, types of special educational needs, and the TA's role in supporting pupils and contributing to EHCP reviews.



Date: 17th September 2025 9am-12pm



Target Audience: L1+ Teaching Assistants



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to ACEs/Attachment & Trauma, Child Development and the Importance of Relationships

Module B, Sessions 1 & 2, introduce attachment theory and the vital role of emotionally available adults in supporting children. We will explore how family and social factors influence development, the impact of trauma and ACEs, and the importance of strong, consistent relationships. Key developmental theories, such as Maslow's and Bronfenbrenner's, are discussed alongside EMR (Emotionally Mentally Resilient) principles. The session also covers behavior triggers, the Breakwell Assault Cycle, and the value of pupil profiles in providing informed, consistent support.



Date: 16th October 2025 9am-12pm



Target Audience: L1+ Teaching Assistants



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Sensory Needs, Sensory Processing, Neuroscience and Learning

Module B, Sessions 3 & 4, introduce the 7 senses—including kinaesthetic and numinous—and their role in how children learn. It covers various needs (e.g., PMLD, SLD, MLD, ASC, PD, VI, HI) and their impact on development. The session explores sensory regulation, integration, and the importance of movement and body awareness. It also introduces basic neuroscience principles, explaining how the brain supports learning. Practical tips are provided for supporting children with sensory needs.



Date: 26th November 2025 9am-12pm



Target Audience: L1+ Teaching Assistants



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

An Introduction to Developing Language, Communication and Understanding Medical Needs

Module B, Sessions 5 & 6, explore typical communication development, focusing on the key elements: means, reasons, and opportunities. It covers the communication ladder, various methods used in schools, and both high- and low-tech communication aids. Emphasis is placed on pupil voice and intentional listening. The session also provides an overview of medical conditions—epilepsy, allergies, gastrostomy, and tracheostomy—and covers care planning and safe medication management in schools.



Date: 30th January 2026 9am-12pm



Target Audience: L1+ Teaching Assistants



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

What are High Quality Interactions and what do these look like?

Module C, Sessions 1 & 2, highlight the importance of high-quality interactions, revisiting trauma, behaviour, neurological impact, and Maslow's hierarchy of needs. It introduces the ShREC approach for effective communication with children and young people, especially those with diverse communication needs. Strategies covered include PECS, symbols, Objects of Reference (OoRs), gestures, body language, Intensive Interaction, and AAC tools. Real-life examples are shared for evaluation and reflection.



Date: 24th March 2026 9am-12pm



Target Audience: L1+ Teaching Assistants



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

Theories of Play and Enabling Environments

Module C, Sessions 3 & 4, explore key play theories and the role of adults in supporting play to enhance children's development. It covers how to guide play effectively, the importance of creating an enabling environment, and how both emotional and physical aspects support learning. The session also examines what an effective environment looks like across different developmental stages and educational phases.



Date: 29th April 2026 9am-12pm



Target Audience: L1+ Teaching Assistants



Venue: Enterprise Works, S9 1EA

[Click here to reserve your place](#)

L3 Teaching Assistant Apprenticeship

In partnership with Waterton Academy Trust, we offer a professional development opportunity for anyone in a TA, or similar role, to enhance their practice and career prospects. The programme provides a nationally recognised qualification (equivalent to 2 A Levels), with support from an experienced tutor and a school-based mentor.

Learners will explore educational theories and strategies, taken from the latest educational research, and will have the opportunity to apply new knowledge back in their setting.

The cost of the programme is £7000 - free for learners as it is funded by the employer's Apprenticeship levy (there may be a nominal charge of 5% for employers that do not pay the levy or once the levy has been used).

Programme Overview

- Understanding and supporting behaviour in schools
- Understanding how pupils learn and develop
- Developing pupils to become independent learners
- Understanding the curriculum
- Working with teachers to understand and support assessment for learning
- Understanding the role and making effective use of teaching assistants
- Keeping children safe in education
- Delivering targeted support

Entry Requirements

To join the course, learners need the following:

- Valid and eligible residency status
- Employer agreement
- Currently working as a Teaching Assistant or a similar role
- English and Maths at Functional Skills or GCSE level - desirable although not essential*

** As this course is the equivalent standard to 2 A Level qualifications, a good grasp of the English language is required to access the written content and expectations of the course.*

For further information, please [click here](#) to view the flyer or email enquiries@enterpriselearning.org



L5 Specialist Teaching Assistant Apprenticeship

In partnership with Waterton Academy Trust, we are pleased to offer a brand new opportunity to access a L5 Specialist TA Apprenticeship Programme. This opportunity is for anyone in a TA, or similar role, looking to enhance their practice and career prospects. The programme provides a nationally recognised qualification (foundation degree equivalent), with support from an experienced tutor and a school-based mentor.

Learners will explore educational theories and strategies, taken from the latest educational research, and will have the opportunity to apply new knowledge back in their setting.

The cost of the programme is £12,000 - free for learners as it is funded by the employer's Apprenticeship levy (there may be a nominal charge of 5% for employers that do not pay the levy or once the levy has been used).

Programme Overview

- Understanding and supporting behaviour in schools
- Understanding how pupils learn and develop
- Developing pupils to become independent learners
- Understanding the curriculum
- Working with teachers to understand and support assessment for learning
- Understanding the role and making effective use of teaching assistants
- Keeping children safe in education
- Delivering targeted support
- SEND Legislation, policy & practice
- The balance scale of coaching & mentoring

Entry Requirements

To join the course, learners need the following:

- Valid and eligible residency status
- Employer agreement
- Currently working as a Teaching Assistant or a similar role
- A relevant L3 qualification (or prolonged and appropriate work experience and professional development opportunities)
- English and Maths at Functional Skills or GCSE level - desirable although not essential*

** As this course is the equivalent standard to a foundation degree qualification, an excellent grasp of the English language is required to access the written content and expectations of the course.*

For further information, please [click here](#) to view the flyer or email enquiries@enterpriselearning.org

Developing as a Subject Leader

Are you stepping into a subject or middle leadership role for the first time? This dynamic 3-day course is designed specifically for new and aspiring middle or subject leaders, including ECT2s, to help you build confidence, clarity, and capability in your leadership journey.

Across the three sessions, you'll collaborate with peers and explore key themes essential to successful subject leadership, including:

- The difference between leadership and management
- Leadership styles and how they shape your approach
- Setting a clear vision and strategic direction
- Understanding your role in the context of Ofsted
- Evaluating the quality of teaching and learning
- Building strong, collaborative teams
- Navigating leadership challenges and wicked problems
- Conducting subject evaluations and creating impactful improvement plans

By the end of the course, you'll be equipped with practical tools, insights, and a support network to lead with purpose and drive meaningful change within your subject area.



Programme Overview

SESSION 1

- Leadership vs Management
- Role & Expectations
- Leadership behaviours
- Case Studies

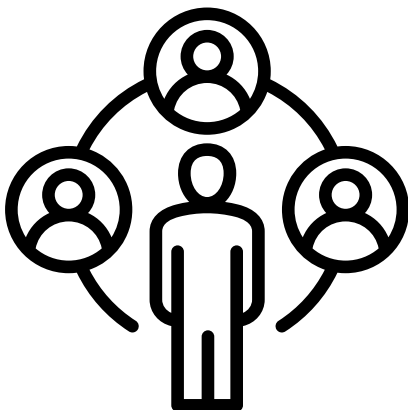
SESSION 3

- Peer review in another school
- Revisit & review
- Applying learning to practice
- Group feedback & reflection

SESSION 2

- Mechanics of Quality Assurance
- Leadership styles
- Creating a culture of feedback
- Managing change

**Delegates must
attend all 3 sessions
within this
programme.**



“

The combination of theory paired with practical application, overcoming obstacles and the reality of the day to day job was really useful. Ending the course with a school visit was also a really good way to look outside of our own practice and particularly useful to see a school that is further along with some of the areas we would like to develop.

”

Class Teacher, Sheffield

Session 1

Day 1 sets the stage for your leadership journey by exploring the core principles and expectations of subject and middle leadership. Through a mix of discussion, reflection, and real-world case studies, you'll begin to define your leadership identity and understand the demands of the role. During this session, we will unpick the differences between leading and managing, and understand how both play a vital role in driving subject success. You will gain clarity on what's expected of a subject leader, both in terms of day-to-day responsibilities and your wider contribution to school improvement and culture.



Date: 11th June 2026 8.30am-12.45pm



Target Audience: Colleagues new to middle or subject leadership, including ECT2s



Venue: Enterprise Works, S9 1EA

Session 2

Day 2 focuses on the practical tools and approaches that subject leaders use to maintain high standards and foster continuous improvement. You'll deepen your understanding of how leadership style influences outcomes and explore strategies to build a culture of trust, feedback, and professional growth. During this session, you will learn how to effectively monitor, evaluate, and improve the quality of teaching and learning in your subject area. We will look at a range of leadership styles and reflect on how your personal approach can influence your team. By the end of Day 2, you'll have a toolkit of leadership practices to strengthen teaching and learning, promote professional dialogue, and lead change with confidence and clarity.



Date: 26th June 2026 8.30am-12.45pm



Target Audience: Colleagues new to middle or subject leadership, including ECT2s



Venue: Enterprise Works, S9 1EA

Session 3

Day 3 brings together the learning from the programme and provides a valuable opportunity to apply your leadership thinking in a real-world context. Through a peer review visit to another school, you'll observe and evaluate practice, reflect on your own development, and consider your next steps as a subject leader. You will share experiences, insights, and observations with your peers. This collaborative session will help you refine your thinking, gather ideas from others, and build confidence in your leadership approach. By the end of Day 3, you'll leave with a clearer vision of your leadership role, a set of practical next steps, and a support network of fellow subject leaders to continue your journey with.



Date: 1st July 2026 9am-3.30pm



Target Audience: Colleagues new to middle or subject leadership, including ECT2s



Venue: Enterprise Works, S9 1EA

[Click here](#) to reserve your place on the Developing as a Subject Leader Programme

“

The course offered reflection opportunities and allowed for professional discussions to take place to help develop skills and knowledge within leadership and managerial roles.

”

Class Teacher, Doncaster



Developing Coaching

Unlock your potential and empower others with our comprehensive Developing Coaching Programme—a five-module journey designed to build confident, impactful coaches. Whether you're just starting out or looking to deepen your practice, this programme equips you with the mindset, skills, and tools to support meaningful growth in others.

Start with a strong foundation in Module 1, exploring the fundamentals of coaching and mentoring and learning how to tailor your approach with our unique Balance Scale of Coaching. Deepen your impact in Module 2 by mastering the art of building trust and emotional intelligence—essential for fostering powerful, growth-focused relationships.

In Module 3, develop the core skills every great coach needs, including active listening, powerful questioning, and navigating tough conversations with clarity and compassion. Module 4 takes your practice to the next level with advanced techniques like Socratic questioning and the GROW model, helping you guide others toward deep insight and purposeful action.

Finally, Module 5 ensures lasting results by focusing on planning, follow-up, and accountability—transforming coaching conversations into sustained progress.

Together, these modules provide a complete, practical roadmap for becoming a confident, capable coach who creates real, lasting change.

This course is available for individual delegates to attend at Enterprise Works. For a more tailored experience, we also offer bespoke delivery options for leadership teams or whole school groups. To explore how we can meet your specific needs, please get in touch with our team at enquiries@enterpriselearning.org. We'd be happy to discuss a customised solution that works for you.



Programme Overview

FOUNDATIONS OF COACHING & MENTORING, THE POWER OF RELATIONSHIPS & UNDERSTANDING EMOTIONAL INTELLIGENCE

- The balance scale of coaching
- Understanding the difference between coach & mentor
- Key Coaching principles
- Understanding barriers to coaching & mentoring
- Understanding the importance of relationships
- Emotional Intelligence
- EQ - The 4 quadrants
- Understanding values & beliefs
- Beginning to understand yourself as a coach

THE IMPORTANCE OF PLANNING, FOLLOW-UP & ACCOUNTABILITY

- Planning & Follow-Up
- Accountability
- Live coaching practice

Delegates must attend all 3 sessions within this programme.

DEVELOPING THE ESSENTIAL SKILLS OF COACHING, THE POWER OF SOCRATIC QUESTIONS & THE GROW MODEL

- Developing key coaching skills
- Understand appropriate challenge
- How to navigate difficult conversations
- Socratic questioning
- The GROW model
- Live coaching practice



Foundations of Coaching & Mentoring, the Power of Relationships and Understanding Emotional Intelligence

During Module 1 & 2, you will gain a clear understanding of coaching vs. mentoring—their differences, overlaps, and value in personal and professional growth. We will discover the “Balance Scale of Coaching,” a practical framework to assess and adapt your style to better support your team. You’ll explore the human side of coaching, focusing on trust, empathy, and authentic connection, and learn how emotional intelligence drives effective communication and personal development. Whether you’re starting out or sharpening your skills, this module equips you for confident, impactful coaching.



Date: 2nd October 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

Developing the Essential Skills of Coaching, the Power of Socratic Questions and the GROW Model

Module 3 & 4 will boost your confidence and impact as a coach with practical tools and techniques. You will master core competencies like active listening, powerful questioning, goal-setting, and accountability. You’ll also learn how to handle tough conversations with empathy and deliver constructive challenge with clarity. You will deepen your impact using Socratic questioning to spark reflection and insight, paired with the GROW model to structure coaching conversations and drive meaningful, goal-focused progress.



Date: 14th October 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA

The Importance of Planning, Follow-Up and Accountability

Bring your coaching journey full circle with the final module of our Developing Coaching Programme: "The Importance of Planning, Follow-Up & Accountability." In this impactful conclusion, we focus on turning insight into action. You'll learn how to support your colleagues in creating clear, achievable plans and how to maintain momentum through consistent follow-up. We'll explore strategies for holding others to account in a supportive, constructive way—ensuring that goals aren't just set, but met. This module equips you with the skills to drive sustained progress and build a coaching culture where commitment, responsibility, and growth are the norm.



Date: 18th November 2025 9am-12pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA



[Click here](#) to reserve your place on the Developing Coaching Programme

“It has been an incredible process. Mainly through being able to explore ‘fears’, having the safe space to unpick them and finding ways to address them that you are in control of. The coach has a fantastic way of connecting with you so that you can address your actions and responses in a non-judgmental and non-threatening way, so you work your way to your ‘truth’. You often realise you knew the solution / answer all along. I have appreciated how the coach has allowed the conversation to ‘go off’ on so many different tangents and helped bring them back to the original points. She is brilliant at picking up on certain points of the conversation and exploring these further.”

Coached by Executive Coach

Basic Safeguarding Training

Every child deserves a safe and supportive learning environment and Basic Safeguarding Training equips school staff with the essential knowledge and skills to recognise, respond to, and report safeguarding concerns confidently and effectively.

Whether you're a teacher, teaching assistant, administrator, or support staff, this training ensures you're prepared to play your part in keeping children safe. Learn how to identify signs of abuse, understand your legal responsibilities, and create a culture of vigilance and care within your school; including how to report and respond to concerns.

- ✓ Clear, practical guidance to recognise risks and contextual safeguarding
- ✓ Up-to-date with current legislation and DfE guidance

Be the difference. Be safeguarding aware.

This session will be repeated over each half term to target new staff employed.

 **Dates: 20th November 2025, 21st January 2026 or 30th April 2026, 9am-3.30pm**

 **Target Audience: New Staff Employed**

 **Venue: Enterprise Works, S9 1EA**

[Click here to reserve your place](#)



Makaton Training

Makaton - Level 1

This Level One course, led by a fully trained Makaton practitioner, is ideal for parents, carers, and professionals beginning their Makaton journey. It provides a practical introduction to the Makaton Language Programme, covering effective signing, symbol use, and integrating Makaton into daily life. Participants will learn signs and symbols from Stages 1 and 2, along with some additional Core Vocabulary.



Date: 9th October 2025 or 24th April 2026 9am-3.30pm



Target Audience: Anyone



Venue: Enterprise Works, S9 1EA



Cost: £80 (Ex VAT)

[Click here to reserve your place](#)

Makaton - Level 2

This Level 2 course, led by a fully trained Makaton practitioner, is designed for parents, carers, and professionals looking to build on their Level 1 knowledge. Participants will learn signs and symbols from Stages 3 and 4, as well as the remaining Additional Core Vocabulary. Prior completion of Level 1 is required. You will receive a Participant's Manual and a certificate of attendance.



Date: 10th July 2026 9am-3.30pm



Target Audience: Anyone who has already completed L1



Venue: Enterprise Works, S9 1EA



Cost: £80 (Ex VAT)

[Click here to reserve your place](#)



Team Teach Training

Empower your team with practical tools to confidently and respectfully support behaviour in your setting. Team Teach delivers a positive, person-centred approach that focuses on de-escalation and early intervention, helping to reduce conflict and minimise risk safely.

Our training builds confidence, consistency, and a shared vision across your team, enhancing relationships between staff and those they support. Learn how to respond to distressed behaviour with understanding and empathy, using a toolkit that is 95% focused on proactive strategies and recognising behaviour as communication – with just 5% considering physical intervention, guided by a thorough needs analysis.

After training, all certified participants gain access to Team Teach Connect – an exclusive hub filled with expert-created resources including articles, videos, templates, and best practice guidance to keep learning alive and evolving. Join us to develop your team's expertise, strengthen your behaviour support culture, and build safe, respectful environments where everyone can thrive.

Get in touch with the Enterprise Learning Institute to discuss your setting's specific needs and how we can tailor Team Teach training to support your team effectively.



Contact Us



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