Pathfinder Education Partnership

ITTE | ECTE | AB | NPQ | CPD

Newsletter

SUMMER 2025

Delivering high-quality professional development across Yorkshire and the Humber

Welcome to the summer term newsletter and our final one for this academic year. We hope you've had a successful year and we're sure you're as excited as we are about having some much needed rest during the summer break. Whatever it is that you have planned - Netflix binging, family holidays, catching up with friends, or braving the odds and camping in our fine British countryside - we hope you can switch off, enjoy some downtime and recharge.

This time last year we communicated our concerns regarding the challenging financial climate many schools find themselves working through and how, despite this, by working together there is space for optimism.

Linked to this, a great example of our region coming together was the Middle and Senior Leaders' Conference in June, where we welcomed 110 delegates from across North Yorkshire and beyond. The financial barriers of accessing high-quality professional development remain one of our top priorities, and we were delighted to be able to provide places at a heavily reduced rate of £99 per person.

Looking ahead to next year, we will continually review our CPD costings and how we can best support our schools in accessing high-quality support. With this in mind, please see some exciting updates in this newsletter.

Thank you for your continued support and for working in partnership with us as we aim to ensure every child lives a life of choice and opportunity. Have a lovely summer holiday.

Andrew Young and
Fiona Hopkinson-Kearney
Co-Directors, Pathfinder Education Partnership

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Thank you for your feedback this year...

95%	of participants feel their NPQ has better equipped them to reduce barriers for learners.
96%	of ECTs believe that the ECT programme will help them to develop their expertise as a teacher.
100%	of participants felt the Middle and Senior Leader Conference met or exceeded their expectations, equipping them with actionable insights to build into practice.
100%	of participants on the Behaviour and Belonging Leadership course enjoyed their training and feel it is already having an impact on their school policy and practice.
100%	of participants on the Adaptive Teaching course enjoyed their training and feel it is already having an impact on their school policy and practice.

Snapshot of 2024/25

- Regional ITTE steering group with York St John University and Coast and Vale Scarborough Teaching Alliance - addressing subject knowledge barriers through enhanced support prior to course commencement.
- 66 ECTs completed their 2-year induction programme.
- The Early Career Entitlement was delivered to 307 ECTs and their Mentors.
- The full suite of NPQs was delivered to 212 colleagues across 100 events.
- 110 middle and senior leaders attended the conference at York Racecourse.
- Adaptive Teaching CPD delivered across North Yorkshire, the Midlands and the South East.
- Creation of our new home at Pathfinder Education Partnership.

Stronger Together: Inclusive communities for collective success

SCHOOL LEADER CONFERENCE

Friday 20 March 2026

SAVE THE DATE

This conference has been renamed (previously 'Headteachers' Conference') to enhance its inclusivity. Suitable for: Headteachers, Trust CEOs, Senior Trust staff, Governing Chairs, Trustees, Senior LA staff, and those with responsibility for leading school communities.

Confirmed speakers and workshop facilitators so far

Dr Katriona O'Sullivan

Keynote: Poor - a personal story of hope and transformation

Associate Professor of Psychology at Maynooth University, is a bestselling memoirist whose acclaimed book Poor chronicles her rise from early trauma and teenage homelessness to academic success; her research centres on digital inclusion, STEM equity, and poverty related educational disadvantage.

Dr Kaitlyn Regehr

Workshop: Why social media is so addictive and how to promote a healthy digital diet

Associate Professor and Programme Director of Digital Humanities at UCL, where her research explores social media's impact - particularly gendered harms and youth digital literacy - and informs policy on issues like cyberflashing, digital diet and the additive nature of social media and what we can do about it.

Professor John Jerrim

Keynote: Pupil and staff engagement as a lead indicator - lessons learnt and actionable insights

Professor of Education and Social Statistics at UCL's Institute of Education, John Jerrim leads data-driven studies on international assessments (like PISA and TALIS). He also serves as Research Director at ImpactEd Group, where he co-authored and launched 'Mind the Engagement Gap' alongside TEP's Steph Hamilton.

Stephanie Hamilton

Keynote: Pupil and staff engagement as a lead indicator - lessons learnt and actionable insights

As Director of TEP (The Engagement Platform) within ImpactEd, Steph Hamilton blends over a decade of school-based experience to design, deploy, and scale digital engagement tools that help schools assess and enhance pupil motivation, attendance, careers readiness and belonging.

Mohamed Abdallah

Workshop: Belonging, mattering and becoming

Regional Director for the South West at the Reach Foundation and founder of Drawbridge Collective, leads place-based, cradle to career initiatives to improve belonging, mattering and school culture; formerly a youth worker and now a Trustee of Kernow Learning Trust, he champions inclusive school practice.

Look out for the booking link in the autumn term!

EARLY CAREER TEACHER ENTITLEMENT

Another great year of support for ECTs across the region

Huge congratulations to all ECTs who are completing induction this summer, this milestone marks another step in a rewarding and meaningful journey in education. You're making a real difference in the lives of children and young people, so take a moment to be proud - you've earned it!

This year we have seen consistently strong support in place for Early Career Teachers across the region. Mentors and ECTs continue to invest their time in evidence-informed study, attending facilitated training sessions and meeting regularly to engage in coaching conversations.

Below are just a couple of the many positive comments we receive from ECTs who clearly value the support they receive in school.

"I have received my full entitlement to the ECT programme this term, including protected ECT time, regular mentor observations and scheduled coaching sessions. This structured support has been invaluable in helping me reflect on my practice and make meaningful progress in key areas of teaching and learning. Both my mentors have played a crucial role in my development, offering consistent, targeted feedback following lesson observations and helping me to set clear, achievable goals for improvement. Our coaching sessions have provided a supportive space to discuss challenges and explore practical strategies that I have been able to implement immediately in the class."

"The support I've received from my mentor and colleagues has been instrumental in helping me make progress this term. My mentor has provided regular, honest feedback and practical strategies, particularly around behaviour management, which I've been able to implement and reflect on immediately. Our meetings have given me a valuable space to troubleshoot challenges and celebrate progress."

Invested School Award

We are extremely pleased to have recognised 22 schools across the region as 'ECF-invested schools' for their commitment to coaching using Ambition's Steplab platform. We look forward to awarding this to even more schools next academic year. You can read more about which schools achieved the award here.

Changes to the Early Career Framework

Following the Review of the Initial Teacher Training Core Content Framework and Early Career Framework, earlier this year, there are a number of changes ahead. You will now hear reference made to the ECTE 'Early Career Teacher Entitlement' as well as the ITTECF 'Initial Teacher Training Early Career Framework' which sets out what trainee and early career teachers need to know and know how to do, at the start of their careers.

We welcome the key changes and improvements that aim to avoid unnecessary repetition, support contextualisation, provide further support in supporting pupils with SEND and reduce mentor workload.

We have chosen to continue our partnership with Ambition Institute next year to deliver their new and updated Early Career Training Programme.

Early Career Training Programme

In September we will launch the new Early Career Training Programme (ECTP) for all new ECTs and mentors. The programme maintains the successful components of the previous programme, including an updated curriculum for teachers and mentors and regular instructional coaching to help teachers to develop over time. ECTP 2025 benefits from the addition of pastoral mentoring sessions to help protect ECTs wellbeing and support them with all aspects of the teaching role.

Wherever ECTs are in their induction journey, we look forward to supporting them to keep getting better throughout the next academic year and beyond.

NATIONAL PROFESSIONAL QUALIFICATIONS

Leadership development with impact

At Pathfinder Teaching School Hub, we are proud to deliver high-quality leadership development that has real impact - and this term's results speak for themselves.

Participants have shown exceptional commitment and engagement, with an impressive **94% fully engaging with their programme**, significantly above the **national average of 89%**. This is a testament to the motivation of our participants, the quality of our facilitators, the relevance of the content and the strong sense of professional community cultivated across our region.

The feedback from participants across our Specialist and Leadership cohorts has been overwhelmingly positive, securing a **97% average satisfaction rate**. We have enjoyed sharing updates through our 'NPQ & You' postcards and hope you have enjoyed reading why **95% say they would recommend the programme to a colleague**. The benefits the programmes have brought range from improving academic outcomes, retaining and developing staff, cultivating purposeful school cultures and **95% feel they have improved expertise as a leader**.

Whilst we celebrate the NPQs as a valuable professional development tool in their own right, perhaps the most important feedback we have gained is that **95% of participants feel better equipped to reduce barriers for their learners**.

The mission of Pathfinder is to ensure students have the best possible opportunity to secure a world-class start to life and we are delighted that the NPQs are playing their part in this.

At the end of a busy academic year, we would like to take a moment to recognise the dedication of every participant who has embraced the opportunity to grow as a leader. It has been a privilege to support educators at every stage of their leadership journey, and we are incredibly proud of the impact this work is having on schools and learners across our region.

What staff say...

"I have learnt so much and come away with so much to think about. At the same time this course has been a big confidence boost, helping me to realise what we do well and what we already offer our community." (Belonging Leadership Course)

"The school visits have been brilliant - insight into how other organisations run core value." (Belonging Leadership Course)

"Sharing of ideas, not only from the specialist but from other teachers - both primary and secondary. Trying different methods over the months and coming back together to share experiences." (Adaptive Teaching CPD)

Continuing Professional Development

A snapshot of our 2025/26 offer:

Belonging and Engagement Leadership Course
Strategies to increase the level of belonging and engagement in your school, leading to improvements in attendance, behaviour, relationships, pupil engagement and wellbeing.
Find out more...

Adaptive Teaching CPD for all staff
Train your staff on adaptive teaching with twilight sessions delivered over the academic year by a member of the Pathfinder team.
Find out more...

Bespoke training
Partner with Pathfinder Education Partnership to build a bespoke CPD programme that truly delivers. Key areas include: T&L, inclusion, leadership, personal development and behaviour.
Find out more...

Pastoral Support CPD
Designed and delivered by Reach Foundation - a comprehensive programme to support those working in pastoral school roles.
Find out more...

Flourishing Teacher and Leader Programmes
Partnering with the National Society of Education, we will be offering a full suite of programmes connected to the lens of flourishing - a global movement to increase impact, autonomy and fulfilment. Look out for more information next term.

Regional Teacher Development network for those working in staff development roles
A new network for anyone working in a staff development role focused on the first six years of teacher development and how we best support staff to flourish. We look forward to hosting national experts, local voices, sharing practice and a space to connect and develop. Look out for more information next term.

MIDDLE AND SENIOR LEADER CONFERENCE

Education conference promotes inclusion and SEND leadership

Pathfinder Education Partnership was delighted to hold its first conference for middle and senior school leaders focused on inclusive leadership and belonging.

Proudly sponsored by education recruitment specialist, Castle Education, the conference brought together 110 middle and senior leaders from schools across York, North Yorkshire and beyond for a day of learning, networking and strategic development.

A wide range of national experts were invited to speak at the conference, held at York Racecourse on 10 June. They focused on how schools can build support for students with Special Educational Needs and Disabilities into their curriculums; what inclusive training for school staff looks like; and how to narrow the attainment gap between disadvantaged and non-disadvantaged students.

A highlight of the conference was guest speaker Chris Lubbe who served as a bodyguard to Nelson Mandela and contributed to the delicate negotiations that paved the way for South Africa's inaugural democratic elections. Chris, now a TEDx and keynote speaker, shared his story of growing up in apartheid South Africa and set a timely reminder of how schools can celebrate and drive the mission of diversity, equity and inclusion.

As a part of Pathfinder Multi Academy Trust which leads a family of primary and secondary schools in York and North Yorkshire, Pathfinder Education Partnership designs, delivers and sign-posts professional development for staff working in school and early years settings.

Andrew Young, Co-Director of Pathfinder Education Partnership, said: "Days like today present a moment in time to lift up our middle and senior leaders who deserve our recognition for all that they do. It was a chance to inspire and motivate colleagues as we continue to implement and improve what we do to support all of our young people to thrive.

Our focus on belonging, inclusion, and adaptive teaching ensures schools are well prepared to meet modern challenges. The better our teachers are, the better the outcomes for our young people - and this is why high-quality support and training for staff is essential."

After an inspiring and thought-provoking day, participants left equipped with practical frameworks to lead with inclusion at the core of school strategy; networking links across the region, fostering collaboration and shared best practice; enhanced awareness of how belonging-focussed leadership boosts student outcomes; and ideas and actions to champion equity by working with students, families and their wider communities.

Pathfinder Education Partnership Co-Directors Andrew Young and Fiona Hopkinson-Kearney with guest speaker Chris Lubbe