

Refocusing CPD

Hackney Education's New Collaborative
and Access Packages for Primary &
Special Schools



Our Vision

Given the recent Ofsted report on teacher development, continuous professional growth is no longer optional but essential. Ofsted will now assess how schools use CPD to improve teaching and support staff, a shift Hackney Education supports through its new approach.

“Hackney’s Continuing Professional Development (CPD) vision positions schools as central to all CPD initiatives, ensuring that development opportunities **directly address the unique needs of Hackney’s educational landscape**. By promoting collaboration, mutual support, and a shared commitment to excellence, this approach seeks to create a **school-led system** where all stakeholders actively contribute to and benefit from ongoing professional growth.

We will work in collaboration with other training providers, including Hackney schools (e.g. Primary Advantage, HTSA, Viridis, etc.), the East London Teaching School Hub, curriculum hubs (New Wave English Hub & North East London Maths Hub), and various local CPD providers (e.g. East Ed partners, Hackney Music Service) to offer a menu of training opportunities to Hackney’s school community.“

This vision is grounded in insights gathered from school visits, which highlighted that schools invest in CPD primarily to:

- **Enhance teaching:** Develop core skills (questioning, scaffolding, adaptations) for better engagement and learning.
- **Address school improvement:** Focus on priority areas like maths, English, phonics, and SEND.
- **Support wellbeing and workload:** Equip staff with self-care tools and personal growth opportunities.
- **Retain and develop talent:** Offer career pathways and upskilling, including NPQs for leadership growth.

What's changing in 2025-26?

To better meet the diverse needs of Hackney Primary & Special Schools, our CPD offer for 2025-26 is evolving. We're moving to a model centred around two distinct packages: the Collaborative Package, for schools seeking tailored, collaborative development, and the Access Package, for schools prioritising flexible access to existing training.

What is the Collaborative Package?

Our new CPD approach empowers schools to create tailored training programmes addressing their unique needs. It's a partnership between Hackney Education and your school, designed to deliver impactful CPD. We're excited to announce that we would like to **pilot this with seven schools next year**. If you are interested in this package, please see [page 9](#) for next steps.

Key Benefits

- **Bespoke Training:** We work with you to design programmes tailored to your school's context, priorities, and staff needs.
- **Collaborative Approach:** Join a network of like-minded schools, share best practices, and learn from each other's expertise.
- **Evidence-Informed Practice:** Our programmes are designed using the EEF evidence-informed implementation guide, ensuring that they are grounded in research and proven to be effective.
- **Comprehensive Support:** We provide ongoing support throughout the process, from initial planning to delivery and impact evaluation.
- **Aligned with Ofsted:** This new approach directly addresses Ofsted's emphasis on the strategic delivery of professional development and its impact on teaching and learning.

Why are both packages the same price?

We believe that all schools deserve access to high-quality, impactful CPD. The Collaborative Package requires a time investment from your school, but in return, you receive a tailored programme designed to maximise impact and return on investment.

Collaborative Package

For schools that want tailored training designed specifically for their context, with opportunities to shape the programme and share learning across schools.

- A tailored training programme for your school's priorities.
- Access all core staff development modules and bespoke programmes.
- Learn with other schools.
- Influence borough-wide training needs.
- Ongoing support via structured planning discussions.

Commitment

- 5 x 45-minute meetings with a senior staff member to shape your school's programme.
- Participation in collaborative learning discussions with other schools.

Cost

£2,350 +VAT for <1.5FE & Special Schools
£3,650 +VAT for >1.5FE

Access Package

For schools that prefer a ready-to-go training solution, without the time commitment of a bespoke programme.

- Access to all core modules covering essential topics for staff development.
- Join other schools' bespoke programmes, expanding learning beyond your own setting.

Commitment

- None - simply select the training sessions that suit your team.

Cost

£2,350 +VAT for <1.5FE & Special Schools
£3,650 +VAT for >1.5FE



“During Spring/Summer '24 I worked with Lily [CPD Project Manager] to develop some bespoke training for our TAs. I was able to talk through our specific training needs with her, and she [...] put together an Early Childhood Development Programme that has been delivered to our primary class teams this academic year. This has been received very well by our class teams, and we have opened up the training to our secondary classes as well. All in all, I felt listened to and valued throughout the whole process and feel that the training has helped to deepen our TAs’ understanding of the needs of our neurodiverse learners.”

Siobhain Canney, Assistant Headteacher at Ickburgh School

Package Elements

The Collaborative and Access packages are designed to provide tailored and/or flexible CPD. However, Hackney Education recognises the importance of maintaining access to essential training that supports school compliance and broader development. **Special schools will continue to have access to secondary and post-16 subject networks and Professional Learning Exchanges.**

Please see below what schools would access if they bought into each package. **Each of these elements can be purchased pay-as-you-go.**

A. Subscriptions Evidence Snacks Pro

B. Statutory training

Safeguarding
Moderation
Health and Safety
Sustainability Network
Governance training

C. Core modules

Ofsted briefings
Modern Foreign Languages
Music
Professional Learning Exchanges / Subject Networks
Finance / HR insights

D. School-led modules (defined and developed in Summer 2025)

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Frequently Asked Questions (FAQs)

Q: How is this different from the previous CPD offer?

A: The Collaborative Package emphasises a school-led model. Instead of primarily offering pre-designed courses, we will work closely with schools to create tailored programmes. This ensures CPD is highly relevant and meets the unique needs of each school.

Q: Why is Hackney Education making these changes?

A: These changes are in response to feedback from schools, the need for more impactful CPD, and Ofsted's increased focus on teacher development. This new model aims to increase engagement, enhance collaboration, and ensure CPD is strategic and effective.

Q: What kind of support will Hackney Education provide if you purchase our Collaborative Package?

A: Hackney Education will source expertise, facilitate project development, provide resources, and use EEF evidence-informed implementation guides to monitor impact. End-of-year, schools will get a clear, tailored report comparing initial data (e.g., reading speed if a school's programme focus is reading fluency) with end-of-programme data from surveys and end-of-year data analysis. You are welcome to share this progress overview with your governing board.

Q: What if not enough schools commit to the Collaborative Package?

We would like to pilot 7 schools on the Collaborative model, as we believe this will create a broad and robust package of diverse training for schools. We acknowledge the risk that we may not get 7 schools buying in to the Collaborative package, in which case we would develop informed programme choices to ensure sufficient variety and value of courses.

Next Steps

Ready to transform your school's CPD?

Book a CPD planning meeting before the end of the Summer Term 2025 to discuss your school's needs and explore how either existing training in Hackney or our new packages can support your improvement goals.

Timeline

- **June 2025:** Announce pay-as-you-go and free training availability.
- **Summer 2, 2025:** Conduct planning meetings to tailor programmes (focus area, target group, format, dates/times, staffing). Communicate confirmation of 7 Collaborative package schools, headline focus areas, and initial dates.
- **Autumn 1, 2025:** Commence delivery of collaborative training programmes accessible to both packages and pay-as-you-go customers . Hackney Education provides expertise, EEF-informed implementation, and Collaborative programme sharing.

Terms and conditions apply.



Contact us

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