

Workforce Support Package

Funding from Education Scotland

2020/21

Vendor	Cost	The main objectives/expected outcomes.
<p>Columba 1400</p> <p>Headteachers' leadership academies and values based leadership in Initial Teacher Education.</p>	<p>£786,000</p>	<p>Head Teachers' Leadership Academies</p> <ul style="list-style-type: none">• To provide Head Teachers' Leadership Academies of unique quality through exploring the Columba 1400 values.• As part of the national Excellence in Headship leadership development programme build leadership capacity of headteachers as leaders of learning. Impact positively on the outcomes for children and young people by developing and delivering Theme 3, Columba 1400 Head Teachers' Leadership Academies which explores values-based leadership.• To evaluate the impact of Columba 1400 Head Teachers' Leadership Academies (values-based leadership) in Scotland's schools, by working with Education Scotland through the overarching evaluation framework for Excellence in Headship in 2020-21.• To develop and foster networks of Columbian alumni who will promote values based leadership in partnership with Education Scotland, regional networks and The Hunter Foundation.• To work with Education Scotland during 2020-21 to increase recruitment in order to broaden the reach of Headteacher Leadership Academies to other school leaders.• To work in partnership with Education Scotland and the Hunter Foundation to deliver Headteacher Leadership Academies as a key element of the national leadership development offer. <p>Values based leadership in Initial Teacher Education</p> <ul style="list-style-type: none">• To provide values based leadership in Initial Teacher Education of unique quality exploring the Columba 1400 values in partnership with the University of Strathclyde.• Explore the options for expanding to other ITE provider.• To work with the University of Strathclyde to evaluate the impact of the Columba 1400 values based leadership in Initial Teacher Education in 2020-21.

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<p>Barnardo's Scotland</p> <p>Staff wellbeing workshops.</p>	<p>£50,000</p>	<ul style="list-style-type: none"> • To co-design and deliver a project which supports the development of staff wellbeing spaces. This will include a series of workshops and access to a community of practice. • To evaluate the impact of the project in Scotland's schools, by working with Education Scotland through the overarching evaluation of the national package of support.
<p>Place2Be</p> <p>Reflective supervision through Place2Think sessions and a programme of wellbeing webinars.</p>	<p>£188,800</p>	<ul style="list-style-type: none"> • To provide reflective supervision for school staff across Scotland through Place2Be's programme Place2Think through a process of online group reflection which enables sharing of experience, reflecting on how school staff are personally impacted by their work, and importantly, how emotional factors can drive behaviour that gets in the way of learning and relating to some young people. • To support the wellbeing of school staff through a series of webinars on specific topics. • To evaluate the impact of the Place2Be programmes in Scotland's schools, by working with Education Scotland through the overarching evaluation of the national package of support.
<p>KnowYouMore</p>	<p>£292,000</p>	<p>Know You More - Grant for CERG WS6 Coaching Support FY 2020 – 2021</p> <ul style="list-style-type: none"> • To provide support for the education workforce during and after the coronavirus pandemic. • To support the education workforce during the pandemic ensuring that it is better equipped to support our children and young people. • To continue to build a coaching and mentoring culture in Scottish education which supports the health and wellbeing of the education workforce post-Covid-19.
<p>Scottish Association of Minority Ethnic Educators (SAMEE)</p>	<p>£50,600</p>	<p>Scottish Association of Minority Ethnic Educators - grant for Mentoring Network and Support for Black and minority ethnic (BME) teachers 20/21</p> <p>The main objectives / expected outcomes of the Grant are:</p> <ul style="list-style-type: none"> • That the BME workforce feels supported during this challenging time and is better equipped to in turn support our children and young people. This will also lead to the

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		building of a coaching and mentoring culture in Scottish education which will support the health and wellbeing of the education workforce post Covid19.
General Teaching Council for Scotland	£30,191	General Teaching Council for Scotland - grant for Support for the Covid Education Recovery Group (CERG) work 20/21 The main objectives / expected outcomes of the Grant are: <ul style="list-style-type: none">• To support teachers, in the first four years of their career, with the challenges the Covid-19 pandemic has brought and to better equip them to support our children and young people.
Staffing Costs	£27,150	To support WS6 programme.
Tree of Knowledge Ltd	£6,491	To deliver Stepping Stones webinars with a focus on wellbeing.
Sir John Jones	£1,500	To deliver a Stepping Stones event for Early Career Phase teachers to provide a keynote and build the awareness of the programme.
Positive People Development	£1,600	Introduction to Coaching Programme - 3 twilight sessions

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Vendor	Cost	The main objectives/expected outcomes of the
<p>Place2Be</p> <p>Reflective supervision through Place2Think sessions (April – June 2022)</p>	<p>£40,000</p>	<ul style="list-style-type: none"> • To provide reflective supervision for school staff across Scotland through Place2Be's programme Place2Think. The programme will be delivered through a process of online group reflection sessions which enables participants to share experiences, reflect on how school staff are personally impacted by their work, and importantly, how emotional factors can drive behaviour that gets in the way of learning and the relationships to some young people. • To evaluate the impact of the Place2Think programme in Scotland's schools by working with Education Scotland through the overarching evaluation of the national package of health and wellbeing support for the education workforce.
<p>KnowYouMore</p> <p>Provide 1:1 Coaching and matching service for targeted groups.</p>	<p>£109,850 up to Feb '22.</p>	<ul style="list-style-type: none"> • Match leaders and practitioners from across the education workforce including schools, Community learning and development and Early learning and childcare with professional coaches. • Provide support and supervision to the coaches to ensure the approach is monitored and tailored to the needs of the wider education sector.
<p>Barnardo's Scotland</p> <p>Develop Supervision spaces for school leaders with a focus on taking care of staff they lead.</p>	<p>£56,012 up to Feb '22.</p>	<p>Mandatory Outcomes</p> <ul style="list-style-type: none"> • Education workforce mental health and wellbeing has been supported. • Improved capacity for individuals to feel empowered to manage and to then manage their mental health and wellbeing. • Increased knowledge and skills to support their own mental health and wellbeing and that of those they lead. • Increased knowledge, skills and understanding of the workforce to support the mental health and wellbeing of learners. • Increased knowledge, skills and understanding of the workforce to recognise the impact trauma can have on themselves and others.

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<p>This is Milk</p> <p>Develop Supervision Spaces for taking care of yourself.</p>	<p>£39,930 Up to Feb '22</p>	<p>Mandatory Outcomes</p> <ul style="list-style-type: none">• Education workforce mental health and wellbeing has been supported.• Improved capacity for individuals to feel empowered to manage and to then manage their mental health and wellbeing.• Increased knowledge and skills to support their own mental health and wellbeing and that of those they lead.• Increased knowledge, skills and understanding of the workforce to support the mental health and wellbeing of learners.
<p>General Teaching Council for Scotland (grant)</p>	<p>£77,000</p>	<p>Stepping Stones programme</p> <p>The main objectives / expected outcomes of the Grant are:</p> <ul style="list-style-type: none">• To support teachers, in the first four years of their career, with the challenges the Covid 19 pandemic has brought, and to better equip them to support our children and young people. <p>The core outcomes will be to increase the confidence, skills and knowledge of post-probation teachers. To achieve this the programme and sessions require to:</p> <ul style="list-style-type: none">• Focus on a coherent learning programmes which meets participants' development needs through ongoing engagement, consultation and collaboration.• Develop knowledge and understanding on specific knowledge based workshop themes.• Be interactive, dialogic and engage participants in the process.• Promote and support participants' thinking, reflection and engagement with Professional Standards.• Create networks and opportunities for participants to learn with and from each other.• Build sustainable capacity in the system through these networks• Support participants in identifying ongoing development needs and leading their own learning post Stepping Stones.

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		<ul style="list-style-type: none"> Develop supportive, accessible and sustainable resources and build in connections with the existing suite of programmes at ES
Scottish Association of Minority Ethnic Educators (SAMEE) (grant)	£30,000	<p>Scottish Association of Minority Ethnic Educators - grant for Mentoring Network and Support for Black and minority ethnic (BME) teachers 21/22</p> <p>The main objectives / expected outcomes of the Grant are:</p> <ul style="list-style-type: none"> That the BME workforce feels supported during this challenging time and is better equipped to in turn support our children and young people. This will also lead to the building of a coaching and mentoring culture in Scottish education which will support the health and wellbeing of the education workforce post covid19.
Coaching Direct Ltd	£28,960 up to Feb '22	<p>Mandatory outcomes of this work:</p> <p>Overall</p> <ul style="list-style-type: none"> Increased capacity of coaching within the Scottish Education System <p>Coaches</p> <ul style="list-style-type: none"> Individuals to feel supported in their professional learning to develop their coaching skills over the course of the next year. Individuals to build confidence and competence in the application of coaching in their own context. <p>Coachees</p> <ul style="list-style-type: none"> Individuals to feel supported over the course of the next year. Improved capacity to feel empowered to manage work and to support those they lead. Improve mental health and wellbeing of coachees. Empowered to identify individual next steps.

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Positive People Development	£1,080	Introduction to Coaching Programme - 3 twilight sessions.
Tree of Knowledge Ltd	£5,000	Objective to deliver four online webinars for all staff from across the education workforce. <ul style="list-style-type: none">• Encourage the workforce to take up the national offers of health and wellbeing support.• Encourage the education workforce to look after their own health and wellbeing and that of their colleagues in order that they can best support the children and young people they work with,• Webinars to be engaging, positive, uplifting and inclusive.
Staffing Costs to Support WS6	£101,502 up to Feb '22	To support WS6 programme by: <ul style="list-style-type: none">• Co-ordinating the procurement of services required.• Contract manage aspects of the package.• Co-ordinate the coaching aspect of the package.• Embed links with coaching across the Education Scotland professional learning team.• Provide administrative support.