



Harrow Collegiate Alliance

Professional Development
2025 – 2026

www.harrowcollegiate.co.uk

@HCA_EduCPD

Welcome to the HCA

Welcome to the Harrow Collegiate Alliance (HCA) 2025-2026. We are proud of our collaborative approach to professional development. All our programmes are run for practitioners by practitioners across all types of schools and provisions. Sharing best practice and investing in professional development that impacts young people underpins all our work together.

We hope you enjoy our portfolio of programmes which showcase our ethos that learning is for life. Please do not hesitate to contact us for further information by visiting our website.

[Dr Janice Howkins, OBE](#)

What our Staff Say:

"It was well-organised; the materials were provided well in advance for those who wanted to read them beforehand; the course lead was always friendly and open to answer any questions we had; having the opportunity to listen to other current middle leaders answering how they would cope in certain scenarios was useful and makes one feel more at ease."

[\(Ready for Curriculum Middle Leadership Programme\)](#)

"It was great to hear from so many different leaders as from working at the same school since my PGCE you don't always hear how other schools do things differently. The Appraisal, accountability and finance was very useful, as being a Middle Leader, you don't usually get involved with the finance side of the school. The mock interview day was great, I liked that as we were not in "competition with each other", we could talk through the tasks, which helped me see some of them in a different way. The hospitality was great on this day too! It has been a great way to network too."

[\(Aspiring to Senior Leadership Programme\)](#)

"There was opportunity to work in a group with people who had a variety of experiences and were at different stages in their career. Feedback was specific, constructive, and honest without being demoralizing. Mock interviews with a panel of professional women - incredibly valuable and realistic!"

[\(Women into Leadership Programme\)](#)

"Zara and Joel ran a concise course that gave a comprehensive overview of Pastoral management. It gave me confidence in my current role and broadened my experience. I really appreciated the nuance they gave in each of the sessions and the professionals they had support."

"Connecting with people from other schools and gaining a deeper understanding of how pastoral management is run across the borough."

[\(Aspiring Pastoral Leadership Programme\)](#)

Teaching and Learning Programmes



1. Curriculum & Pedagogy: Exploring What Works/ An Evidence-based Approach.

This programme examines strategies for ensuring our students achieve their best and remember more for longer. We will look at what evidence from Cognitive Psychology initiatives.

Topics examined include:

- Planning our curriculum effectively and ambitiously
- 'Thinking hard' and strategies for challenge.
- Memory, retrieval, and memory hacks
- Dual coding, cognitive load theory and spaced practice
- Effective revision strategies
- Metacognition
- AI and 'pedtech' tools to support pedagogy.
- Enrichment and extension for the most able

The programme has six sessions and takes place online with one session at Bentley Wood High School.

2. AI in Education

This programme where we consider the implications of AI on examinations and coursework as well as its potential to reduce working to enhance teaching and learning as well as administration support to reduce workload.

The course focuses on:

- Sharing knowledge and best practices regarding the use of AI tools in the classroom.
- Collaboratively developing AI-related policies to guide our schools across the borough.
- Staying updated on the rapidly evolving landscape of educational AI.

This programme has six sessions and will be online hosted by a representative at Bentley Wood.

3. EAL Programme

This programme equips staff with the specialist knowledge and strategies that can be used inside and outside of the classroom to support both beginner and advanced EAL students.

The programme consists of five twilight sessions throughout the year covering:

- Introduction to EAL
- Supporting Beginner EAL students
- Supporting Advanced EAL students
- Supporting students through working with EAL parents
- Using technology to support EAL Learners

The programme has five sessions and takes place at Bentley Wood High School.

Teaching and Learning Programmes

4. Literacy and Oracy Across the Curriculum

‘Literacy is a bridge from misery to hope.’ Kofi Annan, United Nations General Secretary 1997-2006. If literacy is often the greatest barrier to social mobility, what can we do in schools to dismantle that barrier? How can we engage parents, especially those who do not read English confidently themselves in our work to improve literacy? How can we work collaboratively with our Inclusion and EAL teams to improve students’ literacy and develop own practice? How can we ensure that teachers of all subjects understand their role in raising students’ literacy skills?

The sessions will cover the following areas:

- Closing the Vocabulary Gap
- Closing the Reading Gap; is it different for boys?
- Meeting and Managing the Shift in Reading
- Challenge between Primary and Secondary
- Supporting Students’ Writing
- Creating a Whole School Reading Culture: challenges and opportunities around new technologies
- Making Best Use of Finances and Resourcing including the School Library

This programme is for teaching staff and leaders who have a whole school literacy role, it is led by both middle and senior leaders. The programme has six sessions and takes place at Nower Hill High School.

5. Developing an Adaptive and Ambitious Curriculum for SEND Students

This programme is aimed at senior and middle Leaders, teachers, and teaching assistants. Meeting the needs of students with SEND is everyone’s responsibility and this programme focuses on developing an inclusive school. The implications of the Green Paper/SEND Review (2023) will be explored with practical strategies shared for planning and delivering the curriculum.

The programme has six sessions and takes place at The Jubilee Academy.

6. Mentoring and Coaching

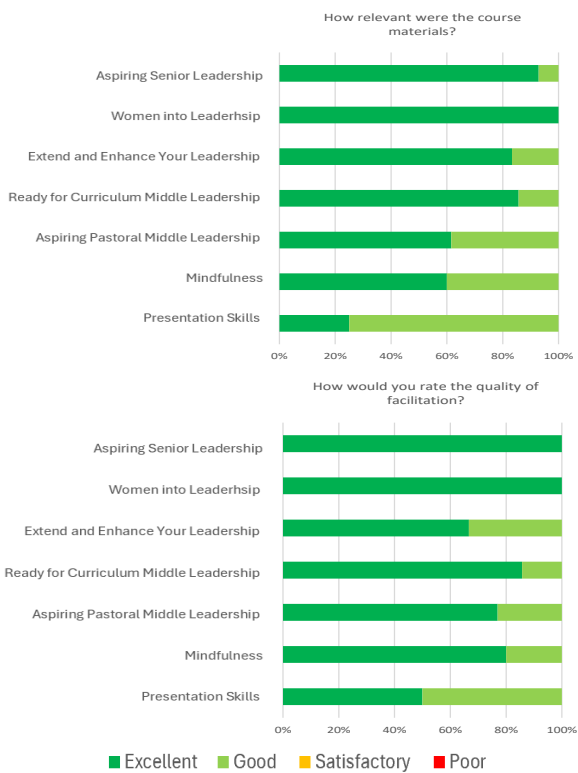
This is a new programme suitable for those interested in starting on a mentoring journey, or who would like to develop their skills in coaching and mentoring.

Instructional coaching is one teacher CPD strategy that has a proven impact on teacher expertise. This course explores the differences between coaching and mentoring and instructional coaching models that combine the two. Delivered across six one-hour twilight sessions, this programme allows participants to explore how to establish an effective coaching relationship and discusses a framework to support the coach in facilitating the self-directed learning of a colleague.

This will involve practicing effective strategies to deliver feedback and navigate professional conversations.

The programme has six sessions and takes place at Hatch End High School.

Couse Feedback from Participants (2024-2025)



Teaching and Educational Support Staff Programmes

7. Enrichment, Enhancing and Extending Curriculum Provision

This group will provide an opportunity for leaders to meet and share their Supracurricular provision. Working together to look at how we can further enhance our curriculum provision, extend our students, and develop their curiosities.

The programme will comprise of six twilight sessions covering the following areas:

- Sharing ideas from our own schools
- Trips to enhance the curriculum.
- Lectures and speakers to enhance the curriculum – online and in person.
- STEM
- Arts
- Summer holiday plans

The group will explore how schools can ensure disadvantaged students and those with SEND attend and are accessing opportunities.

The programme has six sessions online hosted by a representative from Harrow School.

8. Presentation Skills

This is a session delivered by [Clare Kissane](#), who has worked in the media and corporate world for the majority of her career. She has 15 years of coaching, facilitating, and training clients to build their confidence and hone their presentation skills to help ensure they each stand out from the crowd.

This one-off workshop focuses on presentation techniques for influence and persuasion. The course is for those who want to increase their presence and impact in a team environment or with students; those who want to be more assertive and confident in their day-to-day work.

This programme is offered twice in the Spring term, once as a twilight short course session of 2.5 hours and another as a full course of 4 hours at Hatch End High School on a Saturday.

9. Compelling Communication for Senior Leaders and Educators

This training event led by Oliver Williams empowers senior leaders and educators with essential presentation skills.

Participants will explore three core areas:

- **Speech Skills:** Tailor your message for different audiences, settings, and purposes. Learn techniques to project authority and clarity, ensuring your message is impactful and resonates effectively in any context.
- **Physical Presence:** Gain insights into body language and movement to enhance engagement and connection with your audience.
- **Mindset Skills:** Cultivate a public speaking approach that fosters resilience and adaptability in high-stakes communication situations.

Through interactive practice session, attendees will gain hands-on experience, equipping them with the tools to deliver presentations that are both compelling and memorable.

The programme runs once in the Spring term as a twilight at Hatch End High School.



Educational Support Staff Programmes



10. Providing High Quality in Class Support

This is a course designed for Education Support Staff in the classroom such as Teaching, Learning and Support Assistants. The group will look at how we can best support students in the classroom with a range of learning needs.

The programme has four sessions and takes place at Park High School.

11. Developing Yourself and Managing Others Programme

This is a dedicated professional learning opportunity for all educational support staff (ESS) to reflect and develop their professional skills and to share their experiences with staff from other schools. The programme has been developed in consultation with staff and is led by educational support staff.

Topics include:

- Obstacles to efficiency
- Delegation and difficult conversations
- Management of change.

There are six sessions at Park High School during the school day (1:15-3:15pm) from January to June/July. Please note cover will need to be arranged to support staff attending this day-time programme.

12. The Thrive Approach

This 2-part course is delivered by [Thrive](#). It is an introduction to the Thrive approach which helps all staff in schools to understand the nature of their role in implementing a Thrive whole-school approach to supporting young people’s emotional health and mental wellbeing and how to apply Thrive theory in practice. It will cover;

- How to harness the power of relationship to support the age-related social and emotional needs of young people
- How to work with young people who have unmet needs from earlier in their development.
- The adolescent brain and understanding adolescent behaviour.

This programme has two sessions and takes place at Hatch End High School.

13. Deaf Awareness in an Educational setting and Introduction to Basic British Sign Language (BSL)

This programme will be led by [Marios Costi](#), and will cover three key themes; Deaf Awareness training, how to better support learners with deafness or hearing loss in our classrooms and a basic introduction to BSL. The course will see participants;

- Gain an awareness of the issues, culture, and needs of the Deaf community.
- Identify barriers that deaf and hard of hearing people face.
- Begin to understand and demonstrate methods of communication that help remove those barriers.
- Practice how to fingerspell the British Sign Language Alphabet
- Learn some basic BSL vocabulary, including; greetings, colours, school related signs, describing family members, pets and the weather.

This programme has six sessions and takes place at Hatch End High School.

Leadership Programmes

14. Aspiring Pastoral Middle Leadership Programme

For colleagues both new to or aspiring to a Middle Leadership role in pastoral student support, for example Heads or Assistant Heads of Year or House. The programme provides guidance on leading a year group, tutor team, working with home and support agencies. The course will cover pastoral issues and dealing with common problems.

This includes:

- Leadership of a Year team
- Use of data and multi-agency work including safeguarding
- Home engagement

The programme comprises of six one-and-a-half-hour twilight sessions online and face to face at Nower Hill High School.

15. First Steps to Curriculum Middle Leadership Programme

For colleagues who have aspirations of curriculum middle leadership and would like to develop their understanding of the underlying principles of leadership as well as the expectations and challenges of leadership within a school context. The programme, consists of six one-and-a-half-hour twilight sessions and allows participants to explore current education leadership theory, reflecting on their own practice.

The programme has six sessions and takes place at Bentley Wood High School.

16. Ready for Curriculum Middle Leadership Programme

For colleagues who are new to or ready to take on a curriculum middle leadership role. The programme provides opportunities for participants to engage in dialogue with colleagues, facilitated by experienced leaders. Key areas of middle leadership will be addressed such as leading and managing a department, holding difficult conversations, and using data effectively to raise

standards and improve outcomes.

This programme takes place online (five sessions) and at Hatch End High School (one session).

17. Extend and Enhance your Leadership and Management

This course is for experienced HoFs, HoDs or other middle leaders who wish to further develop their leadership qualities and skills. It consists of six twilight sessions and challenges participants to reflect on their own practice and how to support and challenge their team towards success.

We explore the theory behind high performing teams and leadership of change and participants are encouraged to develop their own 'team leadership action plan' which is revisited throughout the programme.

This programme has six sessions and takes place at Hatch End High School.

18. Women into Leadership Programme

This programme enables women who are aspiring to a leadership role to develop a range of skills to lead with confidence.

The programme includes:

- Coaching
- Bespoke support with the application and interview process, including a mock interview and feedback session.
- The opportunity to develop a range of leadership skills.
- Presentation skills

Delivered across four Saturday sessions, this programme will help you develop the confidence and skills to secure a leadership position.

This programme has four sessions and is run from Bentley Wood High School by [Claire Burgess of SOAR Development](#).

Leadership Programmes

19. Aspiring Senior Leadership Programme

For middle leaders who are one year to 18 months away from senior leadership and covers a variety of topics as well as the recruitment process to Senior Leadership.

Areas covered include:

- Leadership and Management
- Supporting and Challenging Colleagues
- Finding, applying, and getting a senior leadership role
- Inclusion and Pastoral Support
- Ofsted
- Data and Curriculum
- Appraisal, Accountability and Finance
- Interview Preparation Day Focused on Recruitment Process for Senior Leader Role

The programme is at Hatch End High School and has eight twilight sessions and one Saturday for the mock interview.

20. New To Senior Leadership Programme

For colleagues in their first or second year of senior leadership.

The programme includes:

- Leadership, including the early days of senior leadership.
- Sharing issues faced in your work.
- HR
- Difficult conversations
- Managing upwards
- Line Management
- Leadership stories from current senior leaders
- Managing change
- Managing stress
- Regular reading around a book on leadership

This programme has eight one-and-a-half-hour twilight sessions at Pinner High School and 1:1 coaching/mentoring throughout the year.

21. Aspiring to Deputy Headship Programme

For colleagues who aspire to deputy headship over the next 2 years.

The programme includes:

- The differences between being a DHT/VP and an AHT/AP
- Leadership
- Leadership stories from current DHTs and Heads
- Finance and funding.
- Governance and HR
- Difficult conversations
- Regular reading around a book on leadership
- A Residential focused on the DHT recruitment process
- 1:1 support for participants applying for deputy headship during the programme

This programme includes eight one-and-a-half-hour twilight sessions at Rooks Heath High School plus a Friday evening to Saturday afternoon Residential.

22. Aspiring To Headship Programme

For colleagues who aspire to headship over the next two years. There are six one-and-a-half-hour twilight sessions and 1:1 coaching/mentoring from a current headteacher throughout the year. The course is shaped according to the needs of the cohort and the venue rotates between the participating schools.

23. Headteachers' November Conference

A Thursday evening to Friday afternoon Residential in November for Headteachers with external speakers. This is at the Village Hotel Elstree. Speakers for 2025 include Margaret Mullholand on SEND and inclusion and Geoff Barton on his work on the Oracy Commission.

24. Headteachers' June Conference

A Wednesday evening to Friday afternoon Residential in June for Headteachers with external speakers. This is at the Haven Hotel, Sandbanks, Poole.

School to School Reviews and Conferences

Individual Support

This consists of: Individual Interview Preparation, Mentoring, Coaching. Please approach us to access these services.

Sixth Form Reviews

An opportunity for your Sixth Form to receive support in strengthening weaker areas and enhancing best performing ones. Quality assured assessors visit schools on request to help plan a programme of progress.

Safeguarding Reviews

We offer Safeguarding Reviews to all schools in the alliance. We are able to offer a Safeguarding Reviewer who is able to conduct reviews and SCR checks as outlined by the DoF.

Pupil Premium Reviews

We have a trained Pupil Premium Reviewer who is able to conduct reviews as outlined by the DfE.

School to School Reviews

School to School reviews typically occur over one day with a focus on a department/subject/theme. This could include Safeguarding Reviews and Pupil Premium Reviews. Two colleagues, quality assured from HCA schools, join a lead colleague within a school to conduct a review and evaluation.

School Improvement Days

One free day for any aspect of school improvement, safeguarding, attendance. All aspects can be discussed ahead of the day.

Throughout the year we host conferences for our partner schools. Attendance at these events is included in the subscription.

Autumn Term Conference

We start the year by welcoming all our steering group representatives, subject leads and course leads to an event with a keynote speaker and the opportunity to network. This is also a chance for us to hear about each of our partner schools' priorities for the year ahead. This helps us then plan the summer term conferences and add any programmes of shared areas of interest not already covered by our portfolio.

Summer Term Conferences

To round off the summer term and begin planning for September we hold an end of year celebration with keynote speakers and a chance for our partner schools to network and reflect on the year.

HCA Groups

- Curriculum Deputy Headteacher Group
- Pastoral Deputy Headteacher Group
- SENDCO Forum
- Heads of 6th Group
- Governance Steering Group
- DSL Group
- Librarians Forum
- EAL Co-Ordinators Forum



Subject Group Leads

Our Subject Group Leads

Each group meets regularly to discuss and share best practice.

Art and Design – Lil Weetch & Elizabeth Garter, Nower Hill High School and Pinner High School

Biology - Niquita Bagoandas, Park High School

Business Studies – Joan Johnson, Hatch End High School

Classics – TBC

Chemistry – Romane Myers, Harrow High School

Design and Technology - Empress March, Bentley Wood High School & Sarah Francis, Nower Hill High School

Drama – Molly Pearce, Hatch End High School

English - Patrica Gordon, Nower Hill High School

Food and Nutrition – Mary Campbell, Canons High School

Geography - Andrew Ferris, Bentley Wood High School

History – Sam Webster, Nower Hill High School

ICT and Computing - Ben Ford, Nower Hill High School

Maths – Anna-Maria Massara, Bentley Wood High School

Media and Film Studies - TBC

MFL - Neetu Sadhwani, Avanti House

Music – Alica Johnson & Jack Roberts, Nower Hill High School

PE – Jonathan Wright, Whitefriars School

PCSHE – Ben Mayhew, Harrow School

Physics – Carina Guerreiro, Kingsmead School

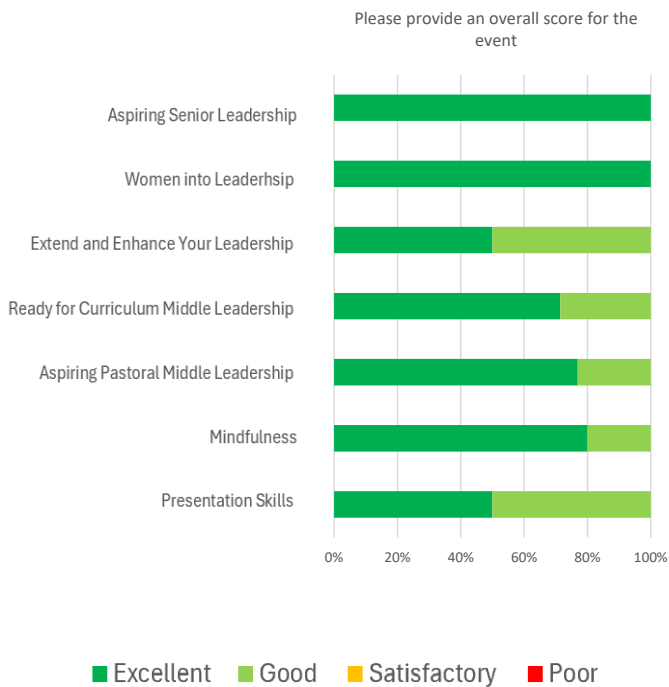
Psychology - TBC

RS & Philosophy - Taira Chaudhary, Nower Hill High School

Sociology - Tomislav Maric, Bentley Wood High School



Couse Feedback from Participants (2024-2025) *



Our Programmes

	Programme	Host School	Programme Lead	No. of Sessions
1	Curriculum and Pedagogy – Exploring What Works: An Evidence Based Approach	Bentley Wood High School	Francis O’Sullivan	6
2	AI In Education	Bentley Wood High School	Francis O’Sullivan	6
3	EAL Programme	Bentley Wood High School	Aldona Nye	6
4	Literacy and Oracy Across the Curriculum	Nower Hill High School	Julie Wilkinson	6
5	Developing an Adaptive and Ambitious Curriculum for SEND Students	The Jubilee Academy	Nimit Hirani and Aaron Mordant	6
6	Mentoring and Coaching	Hatch End High School and Nower Hill High School	Emma Camplejohn and Zoe Watson	6
7	Enriching, Enhancing and Extending the Curriculum	Harrow School	Adam Cross	6
8	Presentation Skills	Hatch End High School	Claire Kissane	1
9	Compelling communication for Senior Leaders and Educators	Hatch End High School	Oliver Williams	1
10	Providing High Quality in Class Support	Park High School	Gaye Kassir	4
11	Developing Yourself and Managing Others	Park High School	Sam Browne	6
12	The Thrive Approach	Hatch End High School	Thrive	2
13	Deaf Awareness in an Educational setting and Introduction to Basic British Sign Language (BSL)	Hatch End High School	Marios Costi	6
14	Aspiring Pastoral Middle Leadership	Nower Hill High School	Zara Mainwaring and Joel Suthesh	6
15	First Steps to Curriculum Middle Leadership	Bentley Wood High School	Nusrat Azad and Eleanor Robson	6
16	Ready for Curriculum Middle Leadership	Hatch End High School	Becky Cleary	6
17	Extend and Enhance Your Leadership and Management	Hatch End High School	TBC	6
18	Women into Leadership	Bentley Wood High School	Claire Burgess	4
19	Aspiring to Senior Leadership	Hatch End High School	Becky Cleary	8 + Sat
20	New to Senior Leadership	Pinner High School	Beth Hindmarsh	8
21	Aspiring to Deputy Headship	Rooks Heath High School	Miriam Manderson and Dr Janice Howkins OBE	8 +Fri/ Sat Residential
22	Aspiring to Headship	TBC	Dr Janice Howkins OBE	6
23	Headteachers November Conference	TBC	Dr Janice Howkins OBE	Thurs/Fri Residential
24	Headteachers June Conference	TBC	Dr Janice Howkins OBE	Wends-Fri Residential

Partner Schools

Web Address

Alperton Community School
Bentley Wood High School
Brentford School for Girls
Canons High School
Harrow School
Harrow High School
Hatch End High School
Haydon School
Kingsbury High School
Kingsmead School
Lampton School
Nower Hill High School
Park High School
Pinner High School
Queens Park Community School
Rooks Heath School
St Helen's School
Swakeleys School for Girls
The Helix Education Centre
The Jubilee Academy
The Sacred Heart Language College
University Technical College Heathrow
Whitefriars School
Whitmore High School

www.alperton.brent.sch.uk
www.bentleywood.harrow.sch.uk
www.brentford.hounslow.sch.uk
www.canons.harrow.sch.uk
www.harrowschool.org.uk
www.hhsweb.org
www.hatchend.harrow.sch.uk
www.haydonschool.com
www.kingsburyhigh.org.uk
www.kingsmeadschool.org
www.lampton.org.uk
www.nowerhill.org.uk
www.parkhighstanmore.org.uk
www.pinnerhighschool.org
www.qpcs.brent.sch.uk
www.rooksheath.harrow.sch.uk
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www.tshlc.harrow.sch.uk
www.heathrow-utc.org
www.whitefriarsschool.net
www.whitmore.harrow.sch.uk

Membership of the HCA – 2025-2026
Subscription: Secondary Schools' subscription £4200
Primary Schools' subscription £2100
Special Schools' subscription £1050
Pay as You Go (PAYG) - For more information please visit the website



Harrow Collegiate Alliance



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