

# **GRACE FOUNDATION TRAINING PATHWAYS 2024**

## Welcome to the Grace Foundation Training Pathways!

At Grace Foundation, we are passionate about training, equipping and inspiring you to be the best that you can be. This document outlines the training that we will be offering you during your time with us. That said, this isn't the last word on all things training. If you need specific training not covered here, let us know and we will do what we can to provide it.

This guide is split up by role: Ethos Leader, Youth Worker, Family Support Worker, Relationships and Sex Educator and Admin Team. For each role there are 3 parts: Induction Programme, Foundation Training and Ongoing Development.

During your Induction, we will take you through this plan and explain to you how you can access the training, and how you record that you have completed each module.


This plan will also be used to guide part of the conversation during your line management meetings with your line manager, and mentoring sessions with Matt Brown.

*“Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us...” Hebrews 12 vs 1*

## RSE and CAREERS EDUCATOR

### INDUCTION

Your Grace Foundation Induction programme will last for 6 days, which will be at our office located in The Gate. You will also have 6 days of Esteem Training, as close to your starting date as is possible. Our aim is to begin to equip you with the tools of the trade to get you started in your new role. Within the first few weeks you will also have the opportunity to visit our existing partner schools.

MODULE	LEARNING OUTCOME	LENGTH	LOCATION	TRAINER
BIG PICTURE	In this module you will learn about the vision and values of IM Group and Grace Foundation. You will also explore what it means to love and serve your local school.	1 DAY	THE GATE	IM GROUP DAVE BODEN MATT BROWN
BHR/CAREERS INDUCTION	TBC	1 DAY	THE GATE	MATT BROWN
OVERVIEWS	You will be introduced to the Ethos Toolkit, <a href="https://gracefoundation.thinkific.com/">https://gracefoundation.thinkific.com/</a> and Impact reporting. You will also receive an Operations and Administration Induction.	1 DAY	THE GATE	MATT BROWN CERI CLARKE
ESSENTIALS	In this module you would learn some basic principles for supporting students and their families who have experienced trauma, how to manage behaviour the Grace way, and will receive our Level- One and Two Safeguarding and Keeping Children safe in Education Training.	1 DAY	THE GATE	MATT BROWN
ABUNDANT LIFE	In this module you will learn some of the key issues for students who experience low self-esteem, poor anger management, low resilience, loss, and anxiety and think about how you can support them. You will also learn how to deliver our intervention groups in relation to these issues.	2 DAYS	THE GATE	MATT BROWN
OTHER	During your induction you will be contacted by EFC who will ask you to complete a DiSC profile form. Once this has been submitted EFC will make contact with you to tell you more about your Disc profile and how that can shape your practise and your work in schools and especially how you relate to your team. There are also lots of policies for you to complete as an employee of IM Group. These include but are not limited to GDPR, Anti-Slavery and IT courses.	1 DAY	THE GATE	IM GROUP
Esteem Training	UK's comprehensive Esteem relationships and sex education (RSE) training course equips participants to deliver relationships and sex education to young people and can be completed with or without accreditation.	The course is 6 days, split over 3 weeks	LIVE ONLINE	 GRACE FOUNDATION

## FOUNDATION TRAINING

Foundation Training is designed to be completed in the first year of your employment with Grace Foundation. It is a blended learning experience enabling you make a wider and deeper impact.

MODULE	LEARNING OUTCOME	LENGTH	LOCATION	TRAINER
DISC	Team reports and session.	1 DAY	THE GATE	EFC
LESSONS	During this digital module you will learn more about planning and delivering great lessons through a video, an interview, some reading, resources and finally a personal reflection to help improve your practise.	1-2 HRS	<a href="https://gracefoundation.thinkific.com/">HTTPS://GRACEFOUNDATION.THINKIFIC.COM/</a>	MATT BROWN
INTERVENTIONS	During this digital module you will learn more about planning and delivering great interventions through a video, an interview, some reading, resources and finally a personal reflection to help improve your practise.	1-2 HRS	<a href="https://gracefoundation.thinkific.com/">HTTPS://GRACEFOUNDATION.THINKIFIC.COM/</a>	MATT BROWN
EVENTS	During this digital module you will learn more about planning and delivering great event through a video, an interview, some reading, resources and finally a personal reflection to help improve your practise.	1-2 HRS	<a href="https://gracefoundation.thinkific.com/">HTTPS://GRACEFOUNDATION.THINKIFIC.COM/</a>	MATT BROWN
IMPACT	During this digital module you will learn more about writing great through a video, an interview, some reading, resources and finally a personal reflection to help improve your practise.	1-2 HRS	<a href="https://gracefoundation.thinkific.com/">HTTPS://GRACEFOUNDATION.THINKIFIC.COM/</a>	MATT BROWN
ADVANCED SAFEGUARDING (RSE)	This course provides a thorough understanding of child protection by covering a breadth of topics relevant to anybody with a responsibility for safeguarding children and young people.	1 DAY	<a href="https://www.myeducare.com/shop/product/child-protection-advanced/">https://www.myeducare.com/shop/product/child-protection-advanced/</a>	EDUCARE
EMOTIONAL WELLBEING	Online training to help you spot the signs of emotional distress in children and adults and know how to respond to them effectively. It's becoming increasingly clear that this pandemic has had a massive impact on many people's emotional and mental health, especially children and families who have been struggling with isolation, anxiety, food insecurity and poverty. As we all start to emerge out of lockdown, we want to equip churches up and down the country to know how to spot the signs of emotional distress and respond to them effectively.	2 HRS	<a href="#">TLG - Emotional First Aid</a>	TLG

## ONGOING DEVELOPMENT

We are committed to helping you to be the best that you can be. There are a number of ways we do that through ongoing development, but we also want to take a bespoke approach to this part of your training and development.

MODULE	LEARNING OUTCOME	LENGTH	LOCATION	TRAINER
CORE TRAINING	Bespoke, needs led training will be provided through the Core Training.	3 DAYS	THE GATE	MATT BROWN
CLUSTER MEETINGS	To take place once per half term – with your colleagues from other Academies.	6 X PA	THE GATE	DAVE BODEN
VISION DAYS	Training will be arranged as part of our Vision Days.	2 DAYS	THE GATE	CAST
ASPIRE COACHING	Aspire Coaching will be offered to staff after their 3-month probation period. This will include an initial assessment, 2 coaching sessions per term and a built-in review process.	6 X PA	ONLINE	MATT BROWN