



Infinity Academies Trust

Ready to learn; Prepared to flourish.

"Teaching
Transforms: Igniting
Minds, Shaping
Futures"

Infinity Training and Development

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'Working together to improve the outcomes and opportunities of every pupil and every colleague working in our academies.'

2025 - 2026



Created by

Infinity Education Team



Website

www.infinityacademies.co.uk





Infinity Academies Trust

Ready to learn; Prepared to flourish.

Our Vision

To create a community where everyone is ready to learn and prepared to flourish."

"He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so the whole body is healthy and growing and full of love."

Ephesians 4:1

Our Values

INTEGRITY

"Dear children, let us not love with words or speech but with actions and in truth."
1 John 3:18

"The time is always right, to do what is right."
Martin Luther-King

CURIOSITY

"Call to me and I will answer you and will tell you great and hidden things that you have not known."
Jeremiah 33:3

"Curiosity is the engine of achievement."
Ken Robinson

LOVE

"Let all that you do be done with love."
1 Corinthians 16:1

"Where there is love there is life."
Gandhi

HOPE

"The light shines in the darkness, and the darkness has not overcome it."
John 1:5

"Once you choose hope, anything is possible."
Christopher Reeve

UNITY

"There is neither Jew nor Greek, slave nor free, male nor female for you are all one in Christ Jesus."

Galatians 3:28

"Alone we can do so little; together we can do so much."

Helen Keller

Introduction

Growing Potential, Together

Uniting diverse academies through shared ambition, professional excellence, and a commitment to every child's success.

Children are at the heart of everything we do and we strive every day to add value to our academies to enable them to be even better places for our children and young people to learn and grow. We are proud that our trust serves a wide number of different communities and is made up of different kinds of academies. It is this diversity and difference that gives us our strength and broadens our knowledge base of what works best for children.

As a Trust, we promote the unique qualities of our academies, allowing them to develop their strengths while benefiting from being part of a larger network. We focus on professional development and seek opportunities to enhance our practices for high-quality learning experiences. Emphasizing a broad, knowledge-based curriculum, we also provide various career development opportunities for our staff.



Enhanced Expertise



Collective Efficacy



Sustained Impact



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Page 01

CPD Matters

"We are strongest working together in Unity"

(1 Corinthians 12:14)

Investing in People

Investing in people through high-quality, evidence-based continuous professional development strengthens teaching, builds professional expertise, and ensures consistent, effective practice across an academy and the trust. It empowers staff to refine their skills, respond to pupils' needs with confidence, and apply approaches proven to make the greatest difference.

Ultimately, this investment leads to improved outcomes, a thriving workforce, and better life chances for our children.

"The best available evidence indicates that great teaching is the most significant lever schools can use to improve student achievement. The best results for all pupils, especially those from disadvantaged backgrounds, depend on ensuring all teachers deliver high-quality instruction."

(Education Endowment Foundation)



Shared Purpose, Shared Success

Impact that Matters



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Page 02

Our CPD Strategy

Underpinning Principles

Committed to delivering a coherent, high-impact and sustainable programme of professional development that strengthens teaching, leadership and operational practice across all academies.

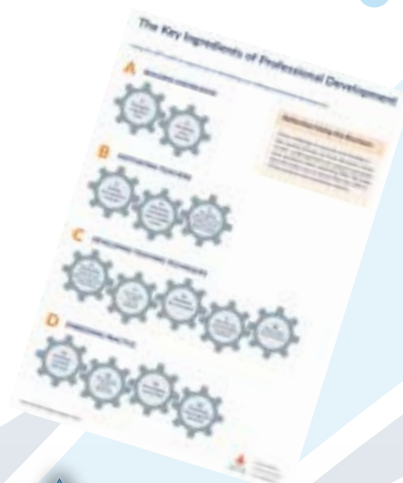
- ✓ Child-centred improvement – professional development is always focused on improving pupil outcomes.
- ✓ Evidence-informed practice – CPD draws on educational research and proven practice.
- ✓ Consistency with flexibility – a strong Trust-wide core offer, responsive to individual academy contexts.
- ✓ Collaboration and system leadership – learning is strengthened through shared practice within and beyond the Trust.
- ✓ Career-long development – structured pathways from entry into the profession through to executive leadership.
- ✓ Implementation-focused – CPD is designed to translate into sustained changes in practice.



Two-Tier CPD Model

Our Approach

All CPD is rooted in the EEF 'Key Ingredients of Professional Development'



Tier 2:

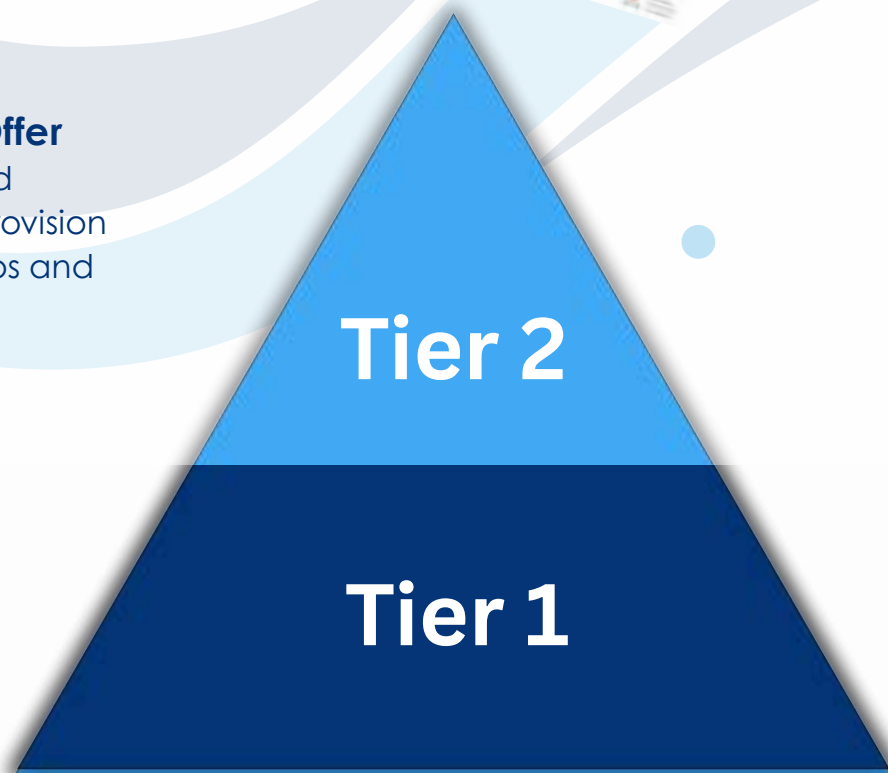
Extended and External Offer

The Tier 2 offer enhances and extends the Trust's internal provision through strategic partnerships and national programmes.

Tier 1:

Trust Core Offer

This offer represents the universal entitlement for all colleagues and forms the foundation of professional learning across the Trust.



Learning from and with Internal Experts



Learning from and with External Partners



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Page 04

Core Training Methods

What the Tiers Include

Tier 1: Why? What?

Strategic Purpose of Tier 1

- To secure consistently high standards of teaching, leadership and operations.
- To ensure equity of professional development across all academies.
- To build internal capacity and collective responsibility for improvement.

It includes:

- Trust-wide pedagogical development, with a strong focus on Quality First Teaching.
- Structured leadership development through peer audit, coaching and performance management.
- Subject and curriculum improvement through audits, moderation and subject networks.
- Workforce development for all roles, including teaching assistants, premises, admin and finance staff.
- Safeguarding, health and safety and compliance training embedded as core professional responsibilities.
- Opportunities to share and celebrate internal expertise through conferences and publications.



Securing consistently high standards.



Building a Professional Learning Community



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Page 05

Core Training Methods

What Does Tier 2 Include?

Tier 2: Why? What?

Strategic Purpose of Tier 2

- To ensure leaders and staff remain outward-facing and sector-informed.
- To align Trust development with national expectations and best practice.
- To support succession planning and executive leadership capacity.

It includes:

- Engagement with the Teaching School Hub for career-stage professional learning.
- Access to National Professional Qualifications (NPQs).
- Participation in regional and national conferences.
- Inspection readiness and statutory updates (Ofsted, SIAMS, assessment).
- External networks and system leadership opportunities.



✓ Aligning Trust development with national expectations

✓ Outward-facing and sector-informed.



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Page 06

Our CPD Offer

Professional Development For All



- Admin/Finance Staff
- Premises Staff
- Headteachers/Heads of School
- SCITT
- ECTs
- SENDCOs
- Pastoral
- SLT
- Teachers
- Teaching Assistants
- MSAs
- Trustees/Academy Champions



Training Themes

- Teaching & Learning
- Career Development, Support & Leadership
- Health & Safety
- Safeguarding
- Premises
- Admin / Finance



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2025-26 CPD Offer

Tier 1 Academic Year Schedule

Autumn Term		
September	October	November
Trust Conference Headteacher Day ASHT/HoS Day Reading Network Writing Network Maths Hub Network DSL Network	SENDCO Network RE Network	Headteacher Day ASHT/HoS Day EYFS Network Trust Writing Moderation Y1-6
Spring Term		
January	February	March
Headteacher Day ASHT/HoS Day Reading Network Writing Network	Maths Hub Network RE Network EYFS Network Trust Writing Moderation Y1-6	Trust Writing Moderation Y3-6 NASEN DSL Conference SENDCO Network Reading Network
Summer Term		
April	May	June
Writing Network	Maths Hub Network Headteacher Day ASHT/HoS Day SAT's Week QA DSL Network	Headteacher Day ASHT/HoS Day TA Conference Trust Writing Moderation Y3-6 EYFS Network SENDCO Network



Tier 1 Offer

Teaching & Learning



✓
**Ready
to learn**

✓
**Prepared
to
flourish**

Trust Annual Conference

Offer

A Trust-wide annual event bringing all colleagues together. Reaffirming Trust values, vision and collective responsibility. Reinforcing high expectations and commitment to excellence: "Ready to Learn; Prepared to Flourish."

Aims

- To align all colleagues with the Trust's vision, values and strategic priorities.
- To strengthen collective identity and shared moral purpose.
- To inspire high expectations and professional ambition across the Trust.

Teaching Assistant Conference

Offer

A high-impact professional learning conference for Primary Teaching Assistants, strengthening practice, inclusion, and shared responsibility, with a focus on high-quality teaching, emotional regulation, and inclusive provision so all children can thrive.

Aims

- To strengthen high-quality teaching and learning support.
- To build confident approaches to emotional regulation and inclusive learning environments.
- To secure effective use of reasonable adjustments so all pupils can thrive.



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Page 09

Tier 1 Offer

Teaching & Learning



Headteacher and Senior Leader Days

Offer

High-quality Headteacher and Senior Leader development days, bringing leaders together to engage in focused CPD and coaching. Strengthening leadership practice, professional confidence, and collective responsibility to empower sustained academy improvement..

Aims

- To strengthen leadership effectiveness and professional confidence.
- To align leaders around shared priorities and high expectations.
- To empower sustainable improvement within and across academies.



Developing Teaching Excellence (DTE)

Offer

Bespoke programme focused on Quality First Teaching. Core themes: behaviour and relationships, questioning and feedback, modelling, adaptive practice and retrieval. Structured sessions supported by regular practice review and WalkThrus resources.

Aims

- To secure consistently high-quality classroom practice across the Trust.
- To strengthen teachers' pedagogical knowledge and instructional precision.
- To improve outcomes for all pupils through evidence-informed teaching.



Developing Subject Leadership

Offer

A focused professional development programme to strengthen subject leadership and improve curriculum quality. The course blends strategic insight with practical tools for curriculum, assessment, and monitoring. Collaborative learning supports reflection, application in school, and confident leadership aligned to whole-school priorities

Aims

- Develop confident subject leaders who understand their role and impact on outcomes.
- Strengthen curriculum design skills aligned to vision, values, and effective sequencing.
- Build leadership capacity to influence practice and use assessment effectively.



Tier 1 Offer

Teaching & Learning



Directed Reading and Research

Offer

Structured encouragement for engagement with educational research. Focus on pedagogy, subject knowledge and implementation.

Aims

- To promote evidence-informed practice.
- To support professional curiosity and reflective teaching.
- To ensure innovation is grounded in research and impact.

Professional Curiosity

Access to Central Team

Offer

Deployment of experienced system leaders to support individuals, teams or whole academies. Expertise used both within and beyond the Trust.

Aims

- To accelerate school improvement through expert support.
- To develop leadership capacity at all levels.
- To contribute to system-wide improvement locally and nationally.

Accelerate Improvement

Academy Improvement Visits

Offer

Regular meetings between Central Team and academies. Focus on improvement milestones and shared understanding.

Aims

- To maintain sharp focus on academy improvement priorities.
- To ensure alignment between Trust strategy and academy action.
- To support leaders in sustaining day-to-day improvement.

Evidence-Informed



Tier 1 Offer

Teaching & Learning



Teaching Assistant Training

Offer

Bespoke TA training delivered internally. Focus areas include SEND support, subject knowledge and reading.

Aims

- To enhance the effectiveness of teaching assistants.
- To improve pupil outcomes through skilled classroom support.
- To recognise and develop the professional role of TAs.

✓
Flourish

Nursery CPD

Offer

Extension of CPD to Nursery colleagues. External expertise focused on in-the-moment learning and planning.

Aims

- To strengthen early years pedagogy.
- To ensure strong foundations for learning from the earliest stages.
- To align EYFS practice with Trust-wide teaching principles.

✓
Growth

Apprenticeships

Offer

Two-year apprenticeship routes in areas such as TA, Sports and Premises. Combines training with practical experience.

Aims

- To grow future workforce capacity.
- To provide accessible entry routes into education.
- To support long-term recruitment and retention.

✓
Thrive



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Page 12

Tier 2 Providers

Who We Work With



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Page 13

Tier 2 Providers

Who We Work With



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Page 14

Tier 2 Providers

Training we Access



Commissioned bespoke SEND audits for every school. Access to expert CPD for all. SENDCO networking and case support



Access to regional and national CPD pathways. Career-long professional development from ITT to executive leadership. Core and non-core pedagogical development and networking.



Access to regional and national CPD pathways. Career-long professional development from ITT to executive leadership.



A structured personal and professional development initiative designed to support, sustain and strengthen the teaching profession.



Initial Teacher Education as a Lead Partner with LBU. Access to SCITT routes, high-quality mentoring, weekly mentor meetings and Trust-wide CPD events.



Access to important updates from the DfE and the Standards and Testing Agency (STA) on current guidance for statutory assessment. New to Y6 training.



Access for Leaders to the Lincolnshire Education Group termly briefings working in partnership to make education better for every child in the county.



Support for academy leaders in navigating complex challenges through collaborative, forward-thinking development. Programmes are shaped around the real priorities facing education today



Comprehensive safeguarding CPD including DSL networks, supervision and online platforms. Three-year training pathway and external expertise.



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Page 15

Impact

Growing People - Transforming Practice - Improving Outcomes

A Trust-wide commitment to developing exceptional professionals so that every child across Infinity Academies Trust receives the highest-quality education.

Infinity Academies Trust's CPD strategy is designed to ensure that every colleague is supported to be the best they can be, so that every child receives the highest-quality education. By investing in people, strengthening collaboration and maintaining a relentless focus on improvement, the Trust continues to build capacity, resilience and excellence across all schools.



Evaluating CPD Impact Through:



Improvements in teaching quality and pupil outcomes.



Leadership effectiveness and inspection outcomes.



Staff engagement, retention and progression.



Consistency and quality of practice across schools.



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Page 16



Values in Action

WE LOVE TO SEE...

INTEGRITY

- Doing what is right not what is easy
- Challenging others to do better and be better
- Consistently backing up our words with actions
- Promoting a culture of honesty
- Loving our jobs.



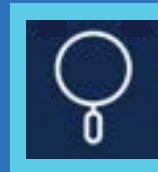
LOVE



- Patience / Compassion / Understanding
- Loving what we do – for the children we teach and the colleagues we work with
- Understanding the bigger picture
- Strong, non-judgemental and supportive network across the Trust

Curiosity

- Celebrating all schools individual character, learning about colleagues/children across the Trust
- Flexibility/Adaptability – new challenges are exciting, view situations through a different lens
- Children extend their learning both in and out of school having been inspired by the teaching
- Subject leaders have a genuine interest in the teaching of their subject, driving improvement for the benefit of the children. They regularly check in with staff to offer support.
- Professional curiosity – going above & beyond with research to support others.



HOPE



- Everyday being a new day to make a difference
- All staff invested in the performance of ALL children regardless of the setting
- Empowering each other
- Anything is possible – within this school and within this Trust

UNITY

- Fully investing in cluster groups / preparing for them and contributing to improve the lived experience for all
- Togetherness throughout the school – children and staff to work as “one”
- Collaboration, progression and teamwork across the school and with other schools in the Trust – no competition
- All staff invested in the progress of all children and knowing the children really well – behaviour / learning etc
- Feeling comfortable to be vulnerable with each other



Thank You

Stay Connected



"He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so the whole body is healthy and growing and full of love."

Ephesians 4:16



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