


Flourishing Teacher programme

- ✓ **Do you have teachers who are...**
ready to deepen their sense of purpose
and move from strong practice to truly
intentional, high-impact teaching?
- ✓ **Do you have staff who are...**
motivated to strengthen the quality of
relationships in their classrooms, creating
even greater belonging and engagement
for pupils?
- ✓ **Do you have teachers who want to...**
refine and elevate their teaching so
learning becomes more engaging,
adaptive and impactful for all pupils?
- ✓ **Do you have practitioners who are...**
ready to invest in their long-term
professional growth, contributing more
fully to a culture of shared excellence
across the school?



**READY TO
TAKE THE
NEXT STEP?**

Purpose

CLEARER
PROFESSIONAL
DIRECTION AND
ALIGNMENT

Teacher-level outcomes

- Clearer sense of professional identity and consistency in 'why I teach the way I do'
- More intentional lesson planning aligned to curriculum intent and pupil need
- Increased confidence in making pedagogical decisions rather than relying on habit
- Greater reflection on impact rather than activity

Organisational-level impact

- More consistent alignment between individual practice and whole-school vision
- Strengthening of shared language around teaching and learning across departments
- Increased cultural coherence in expectations of high-quality teaching

"There was such a wide range of things that I was able to discover during the course"



Relationships

IMPROVED
CLASSROOM
AND STAFF
INTERACTIONS

Teacher-level outcomes

- Improved relationships with pupils leading to better behaviour and engagement
- Greater confidence in managing difficult interactions and responding to pupil need
- More effective use of feedback, dialogue and relational strategies in lessons
- Increased professional confidence in working with colleagues

Organisational-level impact

- Improved classroom climate across participating staff
- Reduction in behaviour escalations and reactive pastoral interventions
- Stronger collaborative culture between staff and improved staff-pupil trust

98% of participants agree that the programme has created a safe and trusting space for reflection, challenge and growth.



Teaching and learning

**MORE EFFECTIVE
CLASSROOM
PRACTICE**

Teacher-level outcomes

- More effective lesson design using evidence-informed strategies (e.g. retrieval, modelling, scaffolding)
- Improved ability to adapt teaching for mixed-attainment and learners with SEND
- Stronger formative assessment practice leading to better pupil progress
- Increased clarity in explaining and sequencing learning

Organisational-level impact

- More consistent high-quality teaching across classes/ departments over time
- Improved pupil progress and narrowing of attainment gaps
- Shared pedagogical approaches becoming embedded across teams
- Stronger internal professional dialogue about mental models of great teaching

'The coaching space has been particularly valuable in helping me recognise that many of the challenges I face are shared by others.'



Resources and expertise

MORE EFFICIENT
AND
PURPOSEFUL
PRACTICE

Teacher-level outcomes

- Better selection and adaptation of curriculum resources (less overload, more precision)
- Reduced workload through more efficient planning and reuse of high-quality materials
- Improved confidence in using digital tools and subject expertise effectively
- Greater engagement with coaching and peer feedback

Organisational-level impact

- Reduced duplication of resources across departments
- More efficient curriculum planning systems
- Better use of internal expertise and coaching capacity
- Increased organisational efficiency and reduced workload pressure

'Every session has contributed to me finding my purpose and I feel more confident.'



Wellbeing



**INCREASED
SUSTAINABILITY
AND REDUCED
ATTRITION RISK**

Teacher-level outcomes

- Improved ability to manage workload sustainably and prioritise effectively
- Increased reflection on professional boundaries and energy management
- Greater sense of professional purpose and reduced feelings of isolation
- Improved emotional resilience in managing day-to-day pressures

Organisational-level impact

- Reduced risk of burnout and staff turnover
- Improved attendance and staff stability
- Healthier staff culture with wellbeing embedded in practice rather than treated as add-ons
- Increased long-term capacity for school improvement due to a more stable workforce

**98% of
participants report
a positive impact
on their
professional
practice.
Ofsted, 2024**





FIND
OUT MORE

