

Invest in your people and build potential



Training Brochure 2019/20

**Training Courses
specific to
Education**

**Interactive
sessions with
relevant case
studies**

**Helping you
to comply with
regulations**

Develop the skills and knowledge to manage people effectively

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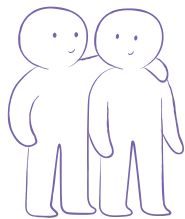
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Putting people first

Outstanding schools and trusts are built on the quality of their people and their management.

Our programme has been specifically designed to meet the needs of our clients. FusionHR support over 300 schools and MATs across the UK. We continuously ask for feedback from our schools on the training courses they would like to see and that would help them. This programme has been drafted from that feedback.

There are a variety of topics offered on pre-scheduled dates throughout the year, as well as the option to hold training courses on-site.

All our trainers have education-sector experience and provide hands-on

practical advice with sector-specific examples that you can relate to. Our specialists include education lawyers, senior leaders in education, Ofsted inspectors, safeguarding specialists, exercise physiologists, professional life-coaches and counsellors.

To book onto a course just call one of our team on 01924 827869 or email training@fusionbusiness.org.uk. You can also find further information on our website www.fusionbusiness.org.uk, including our on-site training brochure. If you can't see what you are looking for, just ask us. We can create bespoke training sessions for you.

“
The training today
has given me
an invaluable new
method of working
and leading which
will help me in
my role.”



Courses

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How can you book onto a course?

 T. 01924 827869
  training@fusionbusiness.org.uk
 www.fusionbusiness.org.uk



HR and Legal

Commercial minded HR and Legal advice

With extensive experience in education, FusionHR has created training courses that will equip your school or Multi-Academy Trust with commercial and education-specific HR information and advice.

Our training will help ensure you are up-to-date with legislative changes and that you understand how the regulations can affect you. The knowledge and best practice that you take away from our courses should enable you to prevent issues from arising or have

the confidence to deal with them when they do.

FusionHR also provide a personal HR support service including unlimited education-specific HR advice that is personalised and proactive including on-site support, audits and updates on employment law.

If you have any concerns regarding HR advisory and legal services, then please do not hesitate to get in touch on 01924 827869.



HR for Beginners

- **Gain knowledge on different conditions of service**
- **Develop basic HR skills in Pay, Absence Management, Performance, Appraisals, Capability, Induction Planning and GDPR**

This course will help you to get up to speed on the anomalies of education HR Management. In this half-day session you will learn and understand;

- The different conditions of service, staff entitlement and the schools discretion.
- Understanding the implications of The Equality Act 2010.
- Contract Administration and

Payroll, keeping employee records up-to-date and keeping payroll informed.

- Pay and Conditions, how to stay on top of the changes in pay.
- Employee Induction, what's statutory and best practice for a good standard of induction.
- Managing Staff Absence - where are the key pitfalls and how to avoid them.

Half-Day Workshop

Time: 9am to 12noon

Cost: £120 | £95 SLA (exc VAT)

Date: 8 May 2019

Venue: Heaton Mount, Bradford, BD9 4JU

Date: 16 October 2019

Venue: Leeds

Date: 5 February 2020

Venue: Bradford

How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



First Steps to Establishing a MAT

- The fundamentals you need to consider when converting, establishing or developing a MAT
- Getting the structure right
- Challenges to consider and how to approach them



Hear directly from Dave Dickinson about his experience and perspective as the CEO at Waterton Academy Trust. How the trust was established, what went well, not so well, and more importantly what he learnt along the way.

The session will cover the following aspects:

- Trust Structures/Models
- MAT Leadership models
- Systems Leadership
- Effective Central Teams
- The Role of the Regional Schools Commissioner (RSC)
- Accountability in a MAT
- Opportunity for Q&A's



Financial Challenges of Running a MAT

- Benefit from the experience and recommendations of an established Chief Finance Officer
- Up-to-date information for managing and reporting financial information

Financial management and reporting within a MAT is one of the major elements of the role of the Trust. Ensuring appropriate systems, reporting arrangements, financial acumen and best value isn't always a smooth path. Learn the key requirements from experienced Chief Finance Officer, Lisa Peacock.

This session will include:

- Who is accountable?
- Funding and Liason with the EFA
- Robust Systems and procedures
- How to get value for money
- Traceability and recording accurately
- Reporting arrangements
- Procurement policies
- Financing the trust function
- Pension Management

Half-Day Workshop

Dave Dickinson, OBE has worked in education for over twenty years. As CEO of Waterton Academy Trust, he is a founding member of the Wakefield System Leaders Network, sits on the West Yorkshire Sub-Regional Group and has acted as the representative CEO for West Yorkshire and Lancashire at the Primary School Roundtable.

Date: 14 May 2019

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £150 | £125 SLA (exc VAT)

Half-Day Workshop

Lisa Peacock has over 20 years of experience in Education Finance. She is skilled in all areas of accounts preparation, budgeting and training with a specialism in academy conversions and supporting MATs. Lisa has hands on experience of a multitude of budgeting and finance software including Capita SIMS FMS, HCSS, PS Financials and Facility CMIS.

Date: 11 June 2019

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £150 | £125 SLA (exc VAT)

How can you book onto a course?

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The Legal Process TUPE and Due Diligence for a MAT

- Step-by-step information for each point of the process, helping you to make the right decisions

Making the complexities of TUPE transfer simple by helping you to understand what options you have.

It's important you take the right track at each stage to avoid having to unpick decisions or contractual agreements you may later regret.

When considering acquiring a new school it's essential to get the due diligence process right to avoid being hampered by costly liabilities you didn't predict.

This session will cover:

- TUPE
- Employee Consultation
- Due Diligence
- What are 'Measures'?
- Changing terms and conditions
- Trade unions and collective agreements
- Academy on-boarding
- Inherited responsibilities



Half-Day Workshop

Paul Menham, of gunnercooke llp is an employment lawyer with extensive education experience and is a popular speaker who is regularly invited to speak at external events by providers, including the White Paper Company.

Date: 18 June 2019

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £120 | £95 SLA (exc VAT)



Key Skills for Effectively Managing People

- Develop your confidence and leadership skills
- Learn the key principles of managing people

1. The Underpinning Principles of Managing People

- HR Do's and Don'ts
- Employment Law basics

2. Managing Staff Attendance

- How to embed a fair process
- Effective use of absence triggers and targets

3. Managing Under-Performance and Capability

- Implement and review support/action plans

- How to exit staff who cannot improve

4. + 5. Two-Part Session - Managing Disciplinary/Grievance and Investigations

- Use disciplinary and grievance procedures appropriately
- Learn the skills to mediate

6. Managing People - Coaching Session

- Understand the complexities of managing people effectively
- Review your leadership style with a leadership coach

6 x 2 Hour Workshops

FusionHR now support over 300 schools and our team has extensive education experience to share with you.

Dates: 17 September 2019

8 October 2019

29 October 2019

19 November 2019

10 December 2019

21 January 2019

Time: 9am to 12noon

Venue: Titan Business Centre, WF17 9PH

Cost: £750 | £500 SLA (exc VAT)

How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



Effective Consultation

- Gain knowledge, from a former Union representative, to prepare to work with Trade Unions



Former GMB Representative, Ben Cain is delivering a whistle-stop briefing session on how to effectively consult with union in order to get the best possible/ desired outcome for your school and staff.

- Prepare for working with Trade Unions
- Understand the human element of change management
- Know the legal aspects of consultation including Health and Safety, Business Transfer, Works Councils and JCC's
- Learn how to make changes to conditions of service, Policies and Procedures
- Know what has to be consulted on when undertaking restructures and redundancies



Restructures and Redundancies

- Learn how to conduct a fair redundancy process
- Collective consultation – when is it needed
- Understand how restructures differ

In these difficult times, whether due to cutbacks in funding, the loss of custom or a genuine need to restructure - employers may need to consider restructuring or redundancies.

During the session you will have the opportunity to "ask the lawyer", If you have any burning issues relating to your current circumstances.

In this session Paul will cover:

- How to conduct a fair redundancy process
- Collective consultation - when is it necessary and what is needed
- Alternative employment and new roles during a restructure
- Restructures and how they differ
- How to treat fixed term employees'

Half-Day Workshop

FusionHR now support over 300 schools and our team has extensive education experience to share with you.

As certified power presenters the team are passionate about improving education. We are also Safer Recruitment Accredited Trainers under the Lucy Faithful Foundation.

Dates: 5 December 2019

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £95 | £70 SLA (exc VAT)

Half-Day Workshop

Paul Menham, *gunnercooke* is a popular speaker who is regularly invited to speak at external events by providers including the White Paper Company.

Paul has been independently ranked as a leading education and employment lawyer by both Chambers and Partners and Legal 500.

Dates: 12 February 2020

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £120 | £95 SLA (exc VAT)

How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



Staff Absence Management

Helping you track, monitor and reduce staff absences



Poor staff attendance can have a major impact on your school and with so many triggers to look at, identifying trends and reducing absences can seem impossible.

Our training courses help you learn how to effectively manage absences, understand your role as a manager in the attendance management process and be confident in dealing with absences.

If you require additional support with absences in your school, FusionHR can help with our Staff Absence Management software, otherwise known as SAM.

SAM has helped schools reduce absence on average by 40% with the added benefit of improving standards. Please give a member of our team a call on 01924 827869 to find out more about SAM or to arrange a free demonstration.



Absence Management

- **Develop your understanding of Absence Management to ensure that your policy and process is up-to-date**

Reduce absence by understanding how to effectively and proactively manage absence within your school.

Learn how to effectively manage short-term, intermittent or long-term absence.

Develop your understanding of Attendance Management to ensure that your policy and process is up-to-date.

Learn the best way to deal with

lateness or unauthorised absence.

Understand your role as a manager in the absence management process.

Gain the knowledge to get the best out of an Occupational Health or Counselling Referral.

Understand the best way to track and monitor absence.

Consider how the Equality Act can affect your absence decisions.

2 Hour Workshop

SAM now helps over 300 schools to reduce absence, saving costs and reinvesting budget in resources.

FusionHR and SAM team up to provide you with the confidence to approach absence management positively and ensure that you follow processes effectively.

FREE SAM Roadshows are held around the country at regular intervals to find out when the next roadshow is go to
www.staffabsencemanagement.co.uk

How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



Recruitment and Vetting

Keep on top of statutory regulations for Keeping Children Safe in Education

The key to unlocking the full potential of pupils lies in the expertise of teachers and Headteachers. Schools need to make sure they are selecting the right people for these roles from the beginning.

Training in recruitment and vetting can help to ensure the right appointments and prevent any associated risks.

Schools also have a responsibility to safeguard the children in their care. Our expert accredited trainers

provide informative and interactive training for Governors, senior leadership teams and members of staff in relation to Safeguarding, Prevent, the Single Central Register, Ofsted Requirements and Safer Recruitment.

If you require any additional help with recruitment and vetting, FusionHR provide recruitment support, DBS Checks, file reviews and SCR audits. Just give one of our team a call on 01924 827869.

Safer Recruitment

- **Gain the safeguarding skills you need to better protect children while recruiting staff**
- **Approach job interviews, vetting checks and the importance of ongoing vigilance**



With this accredited training course, you will gain the safeguarding skills you need to better protect children while recruiting staff and volunteer roles in education.

Safer Recruitment looks at what you need to do, in order to safeguard children and young people from unsuitable individuals who might apply to join your organisation.

The course covers the recruitment process through four concise learning

modules, including job interviews and vetting checks, and the importance of ongoing vigilance.

There are a variety of interactive learning methods utilised in this one day course:

- Teaching Pages
- Film and Audio Clips
- Reflective tasks
- Activities and quizzes

Certificate issued upon completion.

Full-Day Workshop

FusionHR are Safer Recruitment Accredited Trainers under the Lucy Faithful Foundation.

Time: 8.30am to 4.30pm

Cost: £275 | £175 SLA (exc VAT)

Date: 6 May 2019

Venue: Ibis Styles Hotel, Barnsley S75 3TX

Date: 10 March 2020

Venue: Bradford

How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



Safer Recruitment Refresher

- Accredited training course
- Re-familiarise yourself with current legislation and best practice
- Statutory guidance 'Keeping Children Safe in Education' (DfE September 2018)

The Safer Recruitment Refresher training is perfect for those who have already completed the full-day accredited Safer Recruitment Training Course. With Safer Recruitment it is crucial to re-familiarise yourself with current legislation and best practice.

This course covers;

- Prohibition, statistics and lessons learned from high profile cases.
- Statutory guidance 'Keeping

Children Safe in Education' (DfE September 2018)

- Disqualification under the Childcare Act 2006 (DfE August 2018)
- The effects of the Data Protection Act 2018/GDPR

Throughout the duration of the refresher a variety of interactive learning methods will be utilised.

Certificate of attendance issued upon completion.

Designated Safeguarding Lead Training

- Understand the role and responsibilities of the Designated Safeguarding Lead
- Develop confidence and competence within the role

By completing this course, you will gain an understanding of the role and responsibilities of the Designated Safeguarding Lead and develop competence and confidence in carrying out this role.

Using a range of interactive learning methods, the course consists of four modules considering;

Key areas of responsibility and the relevant legislation/practice guidance;

The challenges in achieving a robust safeguarding structure and open culture where staff and children feel able to disclose concerns;

Making appropriate safeguarding decisions;

Best practice issues around recording and sharing information;

The process once contact is made with social care and the role your school has in the multi-agency child protection process.

Half-Day Workshop

FusionHR are Safer Recruitment Accredited Trainers under the Lucy Faithful Foundation.

Time: 8.30am to 12noon

Cost: £120 | £95 SLA (exc VAT)

Date: 12 September 2019

Venue: Holiday Inn, Rotherham M1 J33

Date: 19 September 2019

Venue: Leeds

Date: 26 September 2019

Venue: Bradford

Full Day Workshop

Adele Gladman is an independent safeguarding consultant, who works on a UK wide basis with services including the Children's Commissioner, the NSPCC, several local authorities and local safeguarding children boards.

Date: 28 January 2020

Time: 8.30am to 4.30pm

Venue: Wakefield, WF4 3QZ

Cost: £220 | £195 SLA (exc VAT)

How can you book onto a course?



T. 01924 827869



training@fusionbusiness.org.uk



www.fusionbusiness.org.uk



Health and Safety

Education-focused Health & Safety advice to help you meet regulations

Ensuring compliance with Health and Safety legislation can be a worry for many. Making sure you are aware of the requirements and how to meet your responsibilities is essential.

Providing training for staff can help protect your school against unnecessary risk.

If you cannot see what you need, just get in touch. We can arrange training on-site for you. Our courses include a whistle-stop tour of all the main regulations, as well as more focused courses on First Aid, Defib,

Fire Warden responsibilities and Risk Assessments.

If you require any additional help with health and safety for your school or Multi-Academy Trust, FusionHR can help. We provide unlimited telephone advice, dedicated health and safety and employment law consultants, annual inspections and all the necessary documentation you need. Just give one of our team a call on 01924 827869.



Fire Warden Training

• Understand Fire Safety legislation and precautions

This session is designed for all staff responsible for overseeing emergency evacuations and general fire safety within their organisation. Participants will have the opportunity to discuss fire safety arrangements within their organisation.

A Certificate of attendance is issued upon successful completion of the course.

This course will provide an understanding of:

- Action to be taken on discovering a fire

- Common causes of fire and how to minimise the risk
- Managing fire drills and evacuations
- Fire Safety Legislation
- Fire Safety Precautions
- The role of a fire warden in preventing and managing fire risks and potential hazards
- The different types of fire extinguishers and under what circumstances they should be used.

Half-Day Workshop

Stallard Kane Associate is fast becoming established as one of the UK's leading Health and Safety practitioners. Their advisory team is carefully selected to ensure they have proven hands-on experience of your industry and the Health and Safety issues you face.

Date: 4 July 2019

Time: 8.30am to 1pm

Venue: Wakefield, WF4 3QZ

Cost: £120 | £95 SLA (exc VAT)

How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



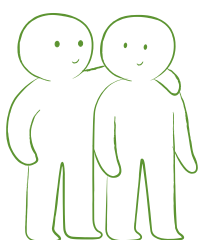
Health and Wellbeing

Helping you establish a wellbeing strategy and fulfil your responsibilities under the Equality Act 2010

It is the duty of every school to consider any health issues that might affect an employee's ability to safely fulfil their job, including looking at specific requirements and to consider the employee, the school and the effect on pupil learning.

Training your staff can help to ensure and maintain a happy and healthy workforce.

FusionHR provide an Occupational Health and Support package with fast and efficient response times for Occupational Health Assessments, including face-to-face appointments with practitioners and professional counsellors, as well as wellbeing support services delivered by a team of qualified practitioners. Just give one of our team a call on 01924 827869.



Managing Stress for Managers

- **Be able to understand and define employee stress and different types of stress**
- **Understand the effects of being over stressed**

This course is designed to enable managers to understand and deal with situations in the workplace relating to the health and wellbeing of staff.

The course guides the manager using a range of practical tools and techniques to support staff to build physical and psychological resilience.

By the end of this course you will be able to identify the difference between pressure and stress, understand how to engage with staff on a one-to-one basis regarding wellbeing and recognise how staff can build both physical and psychological resilience.

Half-Day Workshop

Andy Romero-Birkbeck is a health, fitness & wellbeing professional of over 15 years, specialising in employee wellbeing and manager training.

Andy often speaks at CIPD events and blogs for HR Director Magazine in addition to running wellbeing programmes for a number of organisations.

Date: 10 July 2019

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £120 | £95 SLA (exc VAT)

How can you book onto a course?

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Leadership & Management

Developing the skills of your people is essential to the productivity and morale of your team and the success of your school or trust

There are occasions when schools need to seek external support to enable people, teams, and organisations as a whole to improve what they do and reach higher levels of performance.

Our experienced trainers work with individuals, staff teams and governors to embed sustainable improvement.

With improved performance, resilience, and mental toughness, an organisation gains greater focus, confidence, and capability.

FusionHR can offer executive coaching, leadership reviews, support for managing investigations and consultancy for restructures. Ask one of the team for more information, by calling 01924 827869.



Managing Difficult Conversations

- Learn how to give feedback effectively
- Gain the knowledge to challenge and support

No manager likes to have difficult conversations with their staff and some will avoid them at all costs.

Staff that we lead can be difficult to manage for a variety of reasons, but difficult conversations need to be had in order to move forward.

This course will give you practical ideas and answers, and will help you to take action rather than holding back.

During this course you will learn how to:

- Give Feedback
- Challenge and support in the right quantities
- Ask challenging questions
- Be assertive
- Hold people to account
- Challenge work standards
- Challenge behaviours

Half-Day Workshop

Ian White has over 15 years' experience as a professional and qualified senior leader in the education sector. Ian has trained extensively on leadership and development and has many examples from his professional life, which assist in giving his training sessions a realistic and relatable quality.

Date: 6 June 2019

Time: 9am to 12noon

Venue: Shakespeare Primary School, Leeds, LS9 7NP

Cost: £150 | £125 SLA (exc VAT)

How can you book onto a course?



T. 01924 827869



training@fusionbusiness.org.uk



www.fusionbusiness.org.uk



Managing Investigations including Disciplinary and Grievance

- Learn best practice processes for conducting an investigation
- Understand the key principles of carrying out a management investigation

In any organisation you need to use the disciplinary and grievance procedures appropriately to proactively avoid discrimination claims.

This session will explain why formal procedures are necessary in order to ensure that everybody is treated the same and issues are explored fairly and reasonably.

Learn the best practice processes of conducting an investigation and understanding the key principles and pitfalls of carrying out a management investigation.

Most importantly have confidence in assuring you can demonstrate an appropriate process was followed.

Half-Day Workshop

FusionHR now supports over 200 schools and our team has extensive education experience to share with you.

As certified power presenters the team are passionate about improving education. We are also Safer Recruitment Accredited Trainer under the Lucy Faithful Foundation.

Date: 20 June 2019

Time: 9am to 12noon

Venue: Wakefield, WF4 3QZ

Cost: £120 | £95 SLA (exc VAT)



Putting you in the spotlight What leadership course do you want to see?

We would like your input in regards to the leadership training sessions we offer as part of next year's programme.

As a company we are always looking for ways to improve and suggestions on how we can further support our schools. So we always like to receive feedback and suggestions when planning our upcoming training events.

If you have any ideas, please email training@fusionbusiness.org.uk.

All suggestions will be taken into consideration before selecting our new training courses.

Alternatively, if you would like to receive a quotation for any of our training courses to be delivered on-site, please email one of the team at training@fusionbusiness.org.uk.



How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk



Briefing Sessions

Core courses selected to support our clients but also accessible to non-clients at a discounted cost

We have carefully selected four courses for the briefing sessions this year, taking onboard feedback from our clients.

These bite-size courses are designed to provide focused information with relevant education-based examples in a quick two-hour session.

FusionHR now supports over 300 schools and our team has extensive education experience to share with you.

As certified power presenters the team are passionate about improving education. We are also Safer Recruitment Accredited Trainers under the Lucy Faithful Foundation.

These sessions can also be run on-site as a combined day. Ask one of the team for more information, by calling 01924 827869.

Briefing Session Costs:

HR Consultancy Clients:
2 places free of charge

SLA Clients:
£75 + VAT for 2 people

SOS+ Clients receive 2 free places to the Employment Law Briefing

Non-SLA Clients:
£95 + VAT for 2 people

Managing Change for Senior Leaders in Schools

- Will provide a detailed outline of managing change
- Relevant legislation and background knowledge will be applied on working with unions
- Will give you the confidence to deliver a managing change process in your school

Managing change can be a notoriously difficult process, with complex legislation and Trade Union consultation. Leaders need the right skills to deliver projects effectively and efficiently.

This briefing session will provide a detailed outline of managing change, where the legislation is applicable and background knowledge on working with unions.

With a case study to work through and examples of the kind of challenges you will face, the session will give you the confidence to deliver a managing change process in your school.

2 Hour Workshop

For pricing see briefing session costs above.

Date: 18 September 2019

Time: 10am to 12noon

Venue: Bradford

Date: 25 September 2019

Time: 10am to 12noon

Venue: Leeds

Date: 2 October 2019

Time: 10am to 12noon

Venue: Sheffield

How can you book onto a course?

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Leave of Absence/ TOIL/ Family Leave

- To help assist managers when dealing with requests
- A breakdown of statutory rights
- Provides policies that limit the impact that leave has on your school or organisation

The purpose of this briefing session is to assist managers when dealing with requests of absence including TOIL and family leave. You will also be advised on how to do this in a consistent manner, limiting the impact on school whilst balancing the welfare needs and statutory rights of staff.

The briefing session will cover:

- Awareness of policies and procedures
- Example situations that occurs in school
- Taking unauthorised leave in term time and how to deal with this
- Monitoring and reporting of absence
- Disability and Pregnancy

2 Hour Workshop

For pricing see briefing session costs on page 15.

Date: 6 November 2019

Time: 10am to 12noon

Venue: Bradford

Date: 13 November 2019

Time: 10am to 12noon

Venue: Leeds

Date: 20 November 2019

Time: 10am to 12noon

Venue: Sheffield



Employment Law Update

- Keep up-to-date with employment law updates and the most recent legislative changes

A bite-size course packed with information to help support you in your role.

A two-hour fast paced employment law briefing session with Paul Menham, from gunnercooke llp, and HR specialists from FusionHR.

The session will focus on recent changes to legislation and case law,

including holiday pay, redundancies, TUPE and parental leave.

You will also have the opportunity to pose questions during the "ask the lawyer" session. Paul will be able to give you his advice on any legal questions you may have.

2 Hour Workshop

For pricing see briefing session costs on page 15.

Date: 15 January 2020

Time: 10am to 12noon

Venue: Bradford

Date: 22 January 2020

Time: 10am to 12noon

Venue: Leeds

Date: 29 January 2020

Time: 10am to 12noon

Venue: Sheffield

How can you book onto a course?

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How to Increase Resilience within your Staff

- Providing staff with the tools they need to become more resilient and create a high performing and protected workforce

The notion of everyday challenges within a school environment means that staff need high levels of resilience in order to adapt and positively react to the challenging and difficult circumstances they may face.

With our resilience training we provide all staff with the tools needed to become even more resilient and as a result create a high performing and protected work force.

The course will cover:

- Understanding what resilience is and why it is so important within your organisation.
- Motivators of resilience within your organisation
- Situations that may impact on staff resilience within your organisation
- How to monitor resilience within your organisation
- The role that senior leaders have in building staff resilience

2 Hour Workshop

For pricing see briefing session costs on page 15.

Date: 4 March 2020

Time: 10am to 12noon

Venue: Bradford

Date: 11 March 2020

Time: 10am to 12noon

Venue: Leeds

Date: 18 March 2020

Time: 10am to 12noon

Venue: Sheffield



Putting you in the spotlight What briefing sessions do you want to see?

We would like your input in regards to the briefing sessions we offer as part of next year's programme.

As a company we are always looking for ways to improve and suggestions on how we can further support our schools. So, we always like to receive feedback and suggestions when planning our upcoming training events.

If you have any ideas, please email training@fusionbusiness.org.uk.

All suggestions will be taken into consideration before selecting our new training courses.

Alternatively, if you would like to receive a quotation for any of our training courses to be delivered on-site, please email one of the team at training@fusionbusiness.org.uk.



How can you book onto a course?

☎ 01924 827869 ✉ training@fusionbusiness.org.uk 💻 www.fusionbusiness.org.uk

Training Testimonials

"Excellent and Productive"

Holly Whyte, Assistant Headteacher, Westbourne Primary Academy



"Excellent, practical session giving the opportunity to look at actual situations"

Karen Byrne, School Business Manager, Pudsey Grangefield School



"Varied and engaging training"

Katie Hughes, Learning Mentor, Clayton St John CofE Primary School



"Clear concise training, made relevant to your organisations needs"

Shahnaz Anwar-Bleem, Principal, Iqra Primary Academy



"Engaging trainer delivering knowledgeable information"

Anna Muir, HR Manager, Lighthouse School



"Excellent training session, very informative and thought provoking"

Sally Goodall, Assistant Principal, Horizon Community College



"A very informative and well-presented day by highly skilled, friendly and approachable trainers."

Kate Brewis, Assistant Head, Girlington Primary School



"Fantastic course, well delivered in a relaxing environment"

Eric White, Site Manager, Princeville Primary School



"A really worthwhile presentation, exactly what I was hoping for, my first encounter with Fusion HR - very impressive."

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How can you book onto a course?

 T. 01924 827869  training@fusionbusiness.org.uk  www.fusionbusiness.org.uk

On-site training available to help support and develop your whole team

Find out more about on-site training options

Give one of our team a call or drop us a line. All the courses we can provide on-site are also on our website.



T. 01924 827869



training@fusionbusiness.org.uk



www.fusionbusiness.org.uk



At FusionHR we understand that each school has different requirements.

Our flexible approach and experience of working in education, enables us to provide tailored packages to meet your needs and enable you to achieve success.

Our on-site sessions allow you to have the training you need at a time which suits you. Pick and choose from our wide choice of topics to create a bespoke training package specifically tailored around the needs of your staff.

All our trainers have education-sector experience and provide hands-on practical advice

with sector-specific examples that you can relate to. Our specialists include education lawyers, senior leaders in education, Ofsted inspectors, safeguarding specialists, exercise physiologists, professional Life-coaches and counsellors.

Why not plan your next Inset Day around an on-site staff development programme. We can combine sessions into an organised day at a set cost.

You can download the full on-site brochure from our website www.fusionbusiness.org.uk and click on Training and Events.

Speak to one of the team today, call 01924 827869 or email training@fusionbusiness.org.uk.



Develop the skills to effectively manage people

How to get in touch

To discuss your school or Trust's specific needs, just contact one of the team:



T. 01924 827869



training@fusionbusiness.org.uk



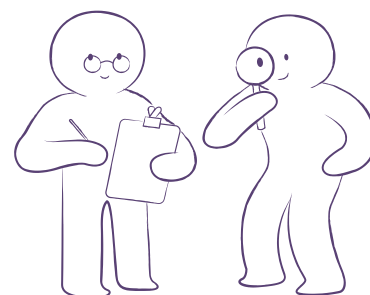
www.fusionbusiness.org.uk



FusionHR, it's a people thing.

FusionHR offer a fresh approach to HR. Our extensive experience in the education sector and commercial approach means we can help you learn, develop and grow. Our aim is to empower you and your leaders to manage your people effectively.

We support schools and Multi-Academy Trusts across the UK with HR and Health & Safety Services. Our team are education specialists with extensive experience enabling us to offer proactive as well as preventative support.



Our full range of services includes HR & Legal Services, Employment & Contracts Service, Health & Wellbeing Services, Recruitment & DBS, Health & Safety and Consultancy Services e.g. Investigations, Disciplinary and support for converting schools, so all your HR needs are taken care of in one place.

For more information go to www.fusionbusiness.org.uk or call one of our team on 01924 827869.



“Thorough, straightforward advice and training, enabling me to make sensible operational decisions from a strong knowledge base.”

