



THE ARTISAN TEACHER PROGRAMME



ABOUT THE PROGRAMME

Empowering Early-Career Teachers to Excel

The Artisan Teacher Programme is a professional development initiative designed to support teachers in their third, fourth, and fifth years of teaching. It builds on the Early Career Framework (ECF), helping educators refine their teaching practice, strengthen subject expertise, and prepare for subject leadership.

Developed in partnership with Venn Academy Trust and The Gorse Academy Trust, this programme reflects a shared commitment to high-quality education, inclusion, and leadership excellence, ensuring that all pupils benefit from expert teaching.



PROGRAMME BENEFITS

Enhance Adaptive Teaching Skills

Learn to meet the diverse needs of all pupils, including those with SEND and EAL.

Strengthening Subject And Curriculum Knowledge

Develop expertise to deliver high-quality teaching.

Master Classroom Management

Implement strategies that support progress for all learners

Prepare For Subject Leadership

Gain experience in leading curriculum initiatives and contributing to School Development Plans (SDPs).

Create a Positive Learning Culture

Learn how to motivate pupils and remove barriers to learning.

PROGRAMME STRUCTURE

A three-year pathway supporting teachers from skilled practitioners to emerging leaders:

Year 3: Developing Expertise

- Build foundational leadership skills and deepen subject knowledge.
- Develop adaptive teaching strategies and classroom management.
- Begin subject leadership responsibilities, focusing on action planning and pupil progress.

Year 4: Embedding Expertise

- Strengthen leadership skills, including monitoring and feedback.
- Deepen understanding of SEND, with strategies for supporting pupils with:
 - **Autism Spectrum Disorder (ASD)**
Structured routines, visual supports, and communication strategies.
 - **Attention Deficit Hyperactivity Disorder (ADHD)**
Strategies for focus, movement breaks, and self-regulation techniques.
 - **Dyslexia and Dyspraxia**
Assistive technology, amultisensory learning, and motor skills support
 - **Speech, Language and Communication Needs (SLCN)**
Scaffolded conversations, visual aids, and language interventions.
 - **Sensory Processing Disorders (SPD)**
Sensory-friendly environments, movement integration, and de-escalation techniques.
 - **Hearing or Visual Impairments (HI/VI)**
Adapted learning materials, signposting, and assistive technologies.
 - **Profound and Multiple Learning Difficulties (PMLD)**
Personalised approaches, sensory learning, and specialist support.
 - **Social, Emotional and Mental Health (SEMH) Needs**
Trauma-informed approaches, relationship-based interventions, and resilience-building activities.
 - **Self-Regulation Strategies**
Emotion coaching, mindfulness techniques, and cognitive-behavioural approaches to support emotional and behavioural regulation.
- Engage in collaborative approaches, such as lesson study and research projects.

Year 5: Enhancing Expertise

- Master adaptive teaching tailored to diverse pupil needs.
- Mentor Early Career Teachers (ECTs) and contribute to whole-school improvement initiatives.
- Lead impactful curriculum initiatives across the school.

WHY CHOOSE THE ARTISAN TEACHER PROGRAMME?

- **Practical Learning:**
Hands-on tasks, including lesson transcription, data analysis, and leadership planning.
- **Leadership Preparation:**
Supports teachers in mentoring others and leading strategic initiatives.
- **Inclusive Practices:**
Aligned with the mission of Venn and Gorse Academies Trusts to remove learning barriers and promote equity.
- **Career Progression:**
Provides a foundation for further leadership opportunities, such as the Venn Aspirant Leadership Programme.

DELIVERED IN PARTNERSHIP

This programme is proudly developed and delivered by:

Venn Academy Trust – Committed to excellence in education through collaboration, inclusion, and innovation.

The Gorse Academy Trust – A leader in educational improvement, dedicated to developing future school leaders.

GET INVOLVED

The Artisan Teacher Programme is your pathway to becoming an exceptional teacher and leader. If you're in your third, fourth, or fifth year of teaching and want to develop your expertise, we'd love to hear from you.

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