

## Staff and Associates Profiles

### Eithne Leming

B.Ed MA

Director of GEMSTONES and ELA

#### Relevant experience to date:

- Project Management and development of Inclusive Services:
  - Establishment of innovative and award winning Parent Partnership Services for families and schools.
  - Establishment of a Pupil Referral Unit plus outreach and Behaviour Support resource services which received an 'Outstanding' OfSTED (June 2006) and received recognition from the National Association of School and College Leaders and Nursery World for our innovative Cross Age Tutoring outreach service.
- Work undertaken for Eithne Leming Associates (ELA) and has involved:
  - School Improvement Consultant for the London Borough of Waltham Forest.
  - Education Challenge Partner work in Norfolk.
  - Project management of a school improvement project for raising the achievement of vulnerable groups of learners and Primary Assessment (Slough LA).
  - Leadership of change management of Primary Assessment, in LB of Hounslow and Slough LA from an audit model to a school based moderation and CPD model of practice.
  - School improvement work in London & Northamptonshire.
  - Design of new project audit tools to develop parental involvement in LA and school based services, plus Interim roles with government agencies as Regional Adviser for Early Years and School Improvement for London, South East, East and East Midlands regions.

#### Skills, experience and abilities leadership and management experience:

- 7 years working as School Improvement Adviser at a national and regional level working with schools and LAs. Other work includes Achievement of Vulnerable groups and Primary Assessment lead in a London Local Authority and a Unitary Authority.
- Local Authority - Educational Policy and planning and service development (10 years).
- Headteacher of a Pupil Referral Unit (5 years) - Received an outstanding rating by OfSTED in 2006 and an outstanding educational provider award in February 2007. As headteacher my leadership was judged to be "very effective and inspirational".
- Member of NROLE a European organisation that maintains a register of Nationally Recognised Outstanding Leaders in Education.
- Investors in People Award - 2005.

**Leadership and management courses undertaken:**

- National College of School Leadership courses of study undertaken - New Visions for newly appointed headteachers and Leadership
- Programme for Serving Headteachers.
- Transformational Change- November 2004, Grubb Institute.
- Cultural Transformation Tools Certification Training (2008).

**Therapeutic skills and qualifications:**

- Theory and Practice of Nurture Group Work (Cambridge University 2002).
- Neuro Linguistic Programming (NLP) Master Practitioner, (2006) NLP provides an array of techniques including skilful use of language patterns and guided visualisation designed to overcome unhelpful or limiting beliefs and patterns of behaviour and re-programme the mind to achieve positive outcomes.
- Emotional Freedom Technique (EFT) Advanced Practitioner (2006) EFT works using energy lines in the body to achieve self-management of anxieties and the negative physical reactions within the body to environmental stress.

**Existing networks and associates:**

ELA has a wide range of contacts and associates. Areas of expertise on offer include:

- Family and parenting support, especially for social, communication, emotional and behavioural difficulties, including attendance problems.
- Social care work including therapeutic support for adopted children with emotional difficulties associated with early experiences.
- Psychology and therapeutic services for individuals and organisations.
- Leadership and cultural transformation in organisations to support effective and visionary leadership for learning within local communities.
- Alternative therapies and intervention such as hypnosis, homeopathy, aromatherapy, massage, including massage in schools and infant massage Occupational Therapy.

## Pen Portraits of Associates

### David Fox

Director of Gemstones

- **Independent Educational Consultant**--David works as an independent consultant and for the local authority in Suffolk providing school improvement advice in mainstream and special schools, and the NAHT professional association.
- **Governor Support Consultant**--providing support to schools Governing bodies to focus on raising key issues; and strategies, systems and structures to self evaluate School Development Plans to raise standards.
- **Headteacher Performance Management**—working with five school Governing bodies to provide a structured framework of management and evaluation of the performance of the Headteacher within the School's Development Plan.
- **Governor Roles**--Chair of Governors in one local primary school and Acting Chair at a Special School.
- **NAHT Treasurer for Suffolk (*from 1990 to present*)**—2012 onwards-facilitator/trainer: Providing 1 day courses every half term for Head teachers, School Leaders and Governors on School Improvement eg: school self evaluation, raiseonline, assessments in school, EYFS Provision, New Curriculum 2014
- **Chairman of the Trustees Committee**-- for a Pre-School provision of 80 children in Woodbridge, Suffolk.
- **Supply Teacher**---Suffolk County Council--G&T Maths teaching KS2
  
- **Relevant experience to date:**
  - A recently retired and highly respected local Primary school headteacher.
  - He has worked as a teacher, Special Needs Officer and Headteacher during his teaching career of over 37 years in mainstream education.
  - As a Headteacher of a primary school for 14 years, with a high level of pupil mobility of children from MOD families.
  - He has wide experience in dealing with social, emotional and educational issues in an inclusive school.
  
- **Skills and Key achievements:**
  - Very Good ability to lead and manage people to work towards common goals
  - Very Good managerial and financial skills
  - CPD Co-ordinator—identifying needs for specific staff development and Succession planning
  - Very good skills in decision making—to investigate, solve problems and make decisions
  - Self management—good ability to plan time effectively and organize tasks effectively.

- Very good communication skills with the ability to make points clearly and understand the views of others
  - Seconded as Special Education Needs Officer for Suffolk LA (2 terms) 1995
  - Seconded as Headteacher for Suffolk --LA Primary School (1 term) 2003
  - Mentoring of NQT's—2003/2006
  - Mentoring of Graduate Teachers/ SCITT--2007
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- "Very Good" –the Headteacher demonstrates very good Leadership and Management skills in the running of the school. This is a very good school. -Ofsted Inspection 2003
  - Investors in People Award—"Staff and Pupils are highly valued" –July 2005.
  - "A supportive and developmental ethos aiming to raise pupils expectations and attainment for all"—LEA Report—Summer 2006
  - "Very Good Leadership"--the Headteacher provides very good leadership. His systematic approach to management and his open leadership style are well respected by staff, parents and pupils—Ofsted Inspection 2008
  - NAHT Suffolk Committee—Treasurer (1990 onwards-) Past President of Suffolk Ass.

He is responsible for the operational day-to-day basis for maintaining contact with headteachers who have commissioned GEMSTONES to provide outreach services.

### **Caroline Manning**

NNEB (1972)

Certificate in Further Education Teaching Stage (2005)

- Has over 40 years' experience working with children and families in schools, children's centres, playgroups and child minding.
- Delivered Early Years training to practitioners on Inclusive Practice, The Early Years Curriculum, Creative Play and Challenging Behaviour.
- Qualification in Play Therapy (2008), delivering individualised emotional support, exploring feelings and experiences through play.
- This work includes the use of NLP/EFT techniques.
- Qualifications in Massage in School (2007) and Infant Massage (2008).
- Has experience working with children with Social, Emotional and Behavioural problems.
- Trains and mentors school staff, offering individualised resources for them to use with children.
- Group work with carer's, school staff and children.
- Group work with children in the form of small social skills groups working on communication, listening, sharing and developing positive relationships.
- Experience using Boxall Profile and QCA to offer specific targeted individual work.

## **Sharon Iannuzzi**

### **B Ed Hons Degree (QTS)**

- Has 12 years experience of teaching KS1 and EYFS pupils with a range of SEN, including Social, Emotional and Behavioural Difficulties (SEBD), both in mainstream and specialist provision.
- Use of assessment, including the Boxall Assessment, for early identification and appropriate intervention, and using assessments for target setting in IEP's, Behaviour and Pastoral Support Plans.
- Support for all school staff in differing settings (SLT, SENCOs, Teaching Staff, Learning consultants and MDSA's), through training, consultation, mentoring and coaching.
- Solution focused multi-agency work.
- Supports schools with record keeping such as incident reporting, and implementing and monitoring Risk Assessments and Individual Behaviour Plans.
- Supports settings with Safeguarding procedures and emotional well-being of staff working with vulnerable pupils.
- Delivers whole class/group work on PSHE themes including: self-esteem, friendship, rules and boundaries and circle time sessions.

## **Paula Peacock**

### **(QTS)**

- Over 30 years teaching experience in mainstream primary schools.
- Worked as a SENCO for 15 years.
- Currently mentoring and supporting 2 teachers completing SENCO training.
- Has worked with children with Statements of SEN aged 4-9 experiencing a range of Moderate Learning Difficulties including ASD and supported their inclusion within a mainstream primary school setting.
- Planned and delivered a range of training and staff meetings to teachers, learning support assistants and Midday supervisors working with children experiencing Social, Emotional and Behavioural Difficulties.
- Helped to set up and worked within a Nurture group in a mainstream setting.
- Used the Boxall Profile, QCA and other assessments to plan and implement specific individualised programmes for children in mainstream settings.
- Planned and delivered social skills groups aimed at developing children's communication, listening and self esteem and helping them to develop positive relationships.

## **Lisa Squirrell**

MA(Ed) QTS

- Has 13 years experience of teaching Primary aged children with a range of SEN. Including Social, Emotional and Behavioural Difficulties (SEBD), both in mainstream and specialist provision.
- SENCO experience and Senior Leadership across different settings (both currently).
- Experience of working therapeutically with children and adults both privately and within a mainstream setting.
- Qualifications: Neuro Linguistic Programming (NLP) Master Practitioner, Emotional Freedom Technique (EFT) Level 2 Practitioner, Massage in School Programme Trainer, Nurture Group Training and Facilitation training.
- Use of assessment tools, including the Boxall Assessment, for early identification and appropriate intervention.
- Staff training delivery in differing settings (SLT, SENCo's, Teaching Staff, Learning consultants and MDSA's).

## **Anne Deane**

- Anne is a qualified teacher (QTS), BA Humanities & BA (Hons) Ceramics.
- Recent training includes Transactional Analysis, Conflict Resolution and Solution Focussed approach to change.
- Anne has worked in a variety of educational environments including Schools, Behaviour Support Service, Community Education, Colleges and Prison Education.
- She has designed and delivered course addressing behaviour and thinking skills to young people.
- Anne has worked extensively with groups and classes on PSHE themes.
- She has also designed and delivered training to teachers TAs and MDSA on behaviour management.

Anne is currently a Co-Director of Art Works Express developing and delivering creative programmes for children and young people aimed at enhancing confidence and resilience.

## **Wendy Stephenson**

Diploma in Pre-school Practice Level 3 2005

- Has over 10 years experience working with vulnerable children and families for Social Care and the Education Authority.
- Specialises in targeted support for parents and carers in the home and home/school liaison.
- Experienced and trained in Child Protection, the CAF system, Team around the Child and Welfare issues.
- Has helped design and deliver parenting classes and group support sessions for parents whose children have emotional, social and behavioural difficulties and provided individual coaching within the home setting.
- Uses combined techniques for work with children & young people and their parents from training received in Portage, NLP, Massage in Schools, Nurture Groups principles and Facilitation to improve resilience and learning at home and school.