

Sales Improvement Services Aspire Case Study



Aspire Alternative Provision is a group of four schools within the county of Buckinghamshire that provide 'outstanding' alternative educational provision and support for secondary age students. Students attend full or part-time and are referred to Aspire by schools and the Local Authority.



The focus is to support young people, together with their families and schools, to reach beyond their potential and enable them to flourish by developing positive behaviours, attitudes and aspirations.

Aspire focuses on developing life-long learners and re-engaging students in learning.

The school ensures that all students have a personalised curriculum to meet their individual needs and give them the skills to improve their life chances.

All students do Maths and English, the rest of their curriculum package is tailored to meet their individual needs and may involve a number of academic, vocational and enrichment options.

The Chiltern Skills and Enterprise Centre is a brand new, state-of-the-art, purpose built facility based in Chesham, Buckinghamshire.

CSEC is a centre of excellence for young people which will provide a vocational and enterprise curriculum tailored to meet the needs of each individual.

Maximising success

CSEC aims to support schools in maximising personal student success.

The CAHMS School Room at Orchard House is part of The Wycombe Grange, working with young people who require the child and adolescent mental health (CAHMS) support in association with the mental health teams. All the students are receiving support from CAHMS

In addition an outreach support service is provided. The Outreach Support is a service to work with students at risk of permanent exclusion in school. They also offer group sessions designed to be taught in school.

Aspire uses a variety of tailor made behavioural packages to support the needs of the students in order for them to achieve in education and remain in school.

Transferring skills

Students attending the prevention packages work with our staff with the aim to transfer the skills they learn into their school setting.

Throughout the 2014 and 2015 academic year, the SLT team have used coaching as part of the leadership team and their respective departments own CPD and have incorporated coaching triads as part of the process.



In Spring 2015 The local authority asked Debra and her team to take over the running of Blueprint, an established PRU (pupil referral unit) in the north of Buckinghamshire and coaching is being rolled out to support in the integration of the two management teams and will form part of CPD and aligning best teaching practice across the sites during the 2015 and 2016 academic year.

Coaching helps

Specific areas where coaching is helping the organisation are:

- In teaching skills based development as part of CPD
- In management support of teaching staff and support services staff.
- In personal 1:1 career development.

The school is led by Head Teacher, Debra Rutley and her Senior Leadership Team. In January 2014 Debra engaged the coaching services of Tim Anderson with the aim of raising the profile of the organisation and seeing how the services of the recently opened centre at Chesham could be utilised further.

Tim provided several coaching session with Debra and her Deputy Head and she later decided to use coaching as a method of support to her senior leadership Team (SLT) across the two main centres at Wycombe and Chesham.

An effective coaching supervision programme is being implemented during the autumn term that will help further develop coaching skills of the team, provide a safe environment for individuals to self-reflect on activities and performance and to act as a quality assurance toward good coaching practice.

Tim has been able to support the coaching culture to be adopted by Aspire by way of coaching training, provision of 1:1 session for the leadership team and supporting the design and implementation of the supervision process.

Debra would like to add mentoring into the process, where those new into teaching can work with a more experienced colleague as part of their early teaching development practice. She also views coaching as an effective method of developing the training provision of Aspire as an accredited training provider through teaching school status.

Comments from the team:

Debra Rutley, Head Teacher

We are using coaching to bring out the best in all members of staff through an inclusive CPD programme. We are able to challenge ourselves because we offer high levels of support.