

# Gloucestershire School Improvement (GLOSSI) 2025-26



“

YOU ARE ALWAYS  
THERE WITH  
REASSURING ADVICE.  
YOU ARE SO GOOD  
AT FINDING WAYS TO  
HELP US GET BETTER.

By Gloucestershire, for Gloucestershire

## GLoucestershire School Improvement (GLOSSI)

**GLOSSI is the trading name of Gloucestershire County Council's school improvement service, working for all maintained schools and academies in the local authority.**

### WHO ARE WE?

We are a knowledgeable, experienced team of Gloucestershire school improvement advisers, complemented by a group of associate advisers. We all have experience of a broad range of school improvement activities, supporting effective schools as well as those that are vulnerable and require rapid improvement. From our time as advisers, headteachers, senior leaders and subject specialists, we have developed a wide range of specialisms (see further information on GCC Plus) and detailed understanding of the Gloucestershire context.

This enables us to provide an extensive suite of school improvement activities and high-quality continuing professional development for you and your staff which are outlined in this brochure.



### WHY CHOOSE GLOSSI?

We have a proven track record of brokering effective school-to-school support and facilitating successful collaboration and networking. We have regular, direct and timely access to key educational bodies, including: Ofsted; South West Regional Director; the Education Endowment Foundation; Mangotsfield English Hub; GLOW Maths Hub; Gloucestershire Music Hub; Teaching School Hubs; Gloucestershire Research School; and the Standards and Testing Agency.

Uniquely, we have close links with our partners in the wider teams of the County Council, benefiting maintained schools and academies alike.

#### THIS MEANS

**we can provide you with up-to-date, evidence-informed information and timely alerts, in line with statutory guidance, as well as signposting you to good practice in Gloucestershire and beyond.**

#### THIS MEANS

**we can draw upon a wide range of advice and services to support your school improvement journey.**

#### THIS MEANS

**all year round, when you need advice, are struggling to find the support you need or just need to off-load, you always have a trusted person to contact – someone who knows you and your context and can offer timely support, advice or coaching, or point you in the direction of others who can. During inspection, you know that the GLOSSI adviser who meets with the lead inspector will be someone who can speak with knowledge and authority about your school's strengths and its improvement journey (something that will be strengthened all the more if you access the levels of support within Premium or Standard membership).**

#### THIS ENSURES

**GLOSSI is truly 'By Gloucestershire, for Gloucestershire'.**

And, most importantly, we are committed to working in partnership with all stakeholders to utilise expertise across the county to support the services we offer.

**Overall, we are well-placed to provide you with the challenge and support you need to strengthen capacity and move your school forward.**

## OUR OFFER FOR 2025-26

Schools can buy individual traded services outlined on pages 3-6 or opt for one of our GLOSSI membership packages outlined on page 7. Further details of the traded services outlined in this brochure can be found on [GCC Plus](#).

AVAILABLE TO ALL TYPES  
AND PHASES OF SCHOOLS,  
UNLESS STATED OTHERWISE

## BESPOKE ADVISER SUPPORT SESSIONS

Through effective support and challenge, advisers can work with your school to help you secure an ambitious vision, accurate self-evaluation and a clear direction for sustained, autonomous improvement. Activities could include:

- Headteacher appraisal
- Focused conversations e.g. data and assessment, preparing for the Ofsted educationally focused conversation, curriculum, behaviour and attitudes
- Supported evaluations e.g. core/foundation subjects, pupil premium, personal development, SEND, EAL
- Joint monitoring activities with headteacher/senior leaders/subject leaders/governors
- Website review
- A review of your school self-evaluation
- Support with writing your school self-evaluation
- A review of your school development plan
- Support with writing your school development plan
- School review - quality of education, leadership, pupil premium, SEND, EYFS
- CPD through staff meetings and INSET

BEING ABLE TO HAVE THE RIGHT ADVISER TO SUPPORT THE SCHOOL - I WAS OFFERED THE PERSON ON THE TEAM WITH THE MOST EXPERIENCE IN THE AREA THE SCHOOL NEEDED - THIS IS GOING TO BE REALLY VALUABLE TO SUPPORT US TO MAKE CHANGES THAT WILL MAKE A DIFFERENCE TO OUR CHILDREN.

THE WHOLE OFSTED PROCESS WENT REALLY SMOOTHLY AND, AS A SCHOOL, WE FELT REALLY PREPARED FOR IT, SO WE'D LIKE TO SAY A BIG THANK YOU TO YOU FOR ALL OF YOUR HELP TO PREPARE US FOR IT.



### Headteacher network

A package of three meetings for headteachers spread across the year. This network provides an opportunity: to keep up to date with local and national guidance; to hear inputs from local and national experts; to share examples of successful practice and the findings of research; and for discussion, reflection, collaboration and networking around local priorities.

GOOD TO SEE THE RE-INTRODUCTION OF THE FACE-TO-FACE BRIEFINGS. I LIKE THE VIRTUAL TRAINING OPPORTUNITIES TO USE IN STAFF MEETINGS TOO.

The autumn and summer meetings will be longer, in-person, sessions with an invitation for the chair of governors/trustees, or a nominated representative of the governing board, to attend alongside the headteacher. The spring meeting will be held on TEAMS, recognising different methods of audience engagement and providing access to national speakers not able to attend in-person.

### Governor network

A package of three virtual meetings for governors and trustees, spread across the year. This network will provide key local and national updates, and input from relevant keynote speakers, to support governors/trustees to undertake their role effectively. These meetings will be a mix of two governor/trustee-only and one joint event with headteachers.

IT WAS INFORMATIVE, RELEVANT AND NOBODY DRAGGED ON. CHAT MESSAGES WERE READ AND RESPONDED TO. LEARNED NEW THINGS AND HAD OTHER THINGS REINFORCED. NO NEED TO CHANGE THE FORMAT. I DON'T USUALLY LIKE ONLINE MEETINGS AS I DON'T OFTEN FIND THE SAME LEVEL OF ENGAGEMENT AS FACE-TO-FACE, BUT THIS ONE WORKED FOR ME.

### Virtual staff development sessions

A suite of pre-recorded staff development sessions on high profile topics to support your school's CPD programme. Each 1-hour session is delivered by an expert in the focus area and can be used for whole staff development or by individuals/groups, as appropriate. We will be consulting with schools about the topics to cover in 2025-26.

GREAT RANGE OF TOPICS COVERED AND FOOD FOR THOUGHT - OR MORE IMPORTANTLY, ACTION!



## SUBJECT LEADER NETWORKS

All our subject leader networks are held in person to maximise the opportunity for leaders to work with other leaders from across the county.

### Primary core subjects

three full-day meetings across the year:

- English
- Mathematics
- Science

### Primary foundation subjects

three half-day meetings across the year:

- Computing
- Geography
- Music

### Secondary

two full-day meetings and one half-day meeting across the year:

- English
- Mathematics
- Science

For both experienced and new subject leaders, each network provides an opportunity:

- to build subject knowledge and confidence in leading the subject in your school
- to support you in developing your school's curriculum
- to keep up to date with local and national guidance
- to hear inputs from local experts
- to share examples of successful practice and the findings of research
- for discussion, reflection, collaboration and networking

All networks are led by subject specialists who collaborate closely with relevant subject hubs and draw on national expertise to ensure meetings are relevant and up to date.



“I ABSOLUTELY LOVE COMING TO THESE SESSIONS, I ALWAYS PICK UP TONS OF IDEAS TO TAKE BACK TO DEVELOP MY SUBJECT KNOWLEDGE AND MY LEADERSHIP.”

“THANK YOU - LOTS OF GUIDANCE TO HELP ME DEVELOP AS THE SUBJECT LEAD: IDEAS FOR RESOURCES, TEACHING AND ASSESSMENT. I'LL BE SHARING EVERYTHING WITH THE REST OF THE TEAM.”

“FAST PACED - FELT SUPER VALUABLE & WORTHWHILE.”

## Headteacher recruitment

Support for governors/trustees recruiting a new or interim headteacher includes:

- Checklists and guidance
- Administrative support: placing advert provided; sending recruitment information to applicants; informing shortlisted/not shortlisted applicants; producing interview programme and distributing to candidates; requesting references
- Adviser can meet governors to explain the recruitment process and share example documents
- Governor trainer available to support with visioning and preparation of job description, person specification and advert
- Adviser to support shortlisting meeting
- Adviser to support with planning activities for interview programme and production of interview activity task sheets and feedback sheets
- Adviser to support day(s) of interview
- Adviser to de-brief unsuccessful candidates

This package is available to purchase from Governor Services.

## New headteacher induction programme

A rolling programme of support for new and acting primary headteachers during their first year in post, starting at whatever time of year they take up post. The programme includes six full-day in-person meetings (one per half-term): introductions to, and updates from, a variety of LA teams; generic/topical updates and information; and leadership development.



“ON BEHALF OF THE PANEL, GOVERNORS AND SCHOOL I WANT TO EXPRESS OUR GRATITUDE AND TRUE THANKS FOR ALL THE HELP, SUPPORT, GUIDANCE AND ADVICE YOU HAVE GIVEN US THROUGHOUT THE PROCESS.”

“WITHOUT YOU IT WOULD HAVE BEEN SO DIFFICULT TO FIND THE RIGHT PATH AND UNDERSTAND THE CORRECT PROCEDURES. YOU HAVE BEEN A CLEAR GUIDING LIGHT AND FOR THAT I AM VERY GRATEFUL.”

“THE NEW HEAD'S COURSE WAS ABSOLUTELY FANTASTIC! LOTS OF GREAT INFORMATION AND GOOD TO MEET OTHER NEW HEADTEACHERS. IT FELT VERY SUPPORTIVE.”

## GLOSSI MEMBERSHIP PACKAGES

**NEW – DISCOUNTS ON CORE  
SUBJECT LEADER NETWORKS**

Premium	Standard	Basic	No Membership (Maintained schools only)
4 Bespoke adviser sessions	3 Bespoke adviser sessions	1 Bespoke adviser session	1 Annual visit
Headteacher network	Headteacher network	Headteacher network	
Governor network	Governor network	Governor network	
6 Virtual staff development sessions	4 Virtual staff development sessions		
Access to GLOSSI ONLINE – a bank of guidance, templates and resources - and monthly updates	Access to GLOSSI ONLINE – a bank of guidance, templates and resources - and monthly updates		
Ongoing telephone/ email support from a named school improvement adviser	Ongoing telephone/ email support from a named school improvement adviser	Ongoing telephone/ email support from a named school improvement adviser	Access to a school improvement inbox for statutory advice and guidance
Higher tier discounts on all GLOSSI continuing professional development and additional adviser support sessions	Higher tier discounts on all GLOSSI continuing professional development and additional adviser support sessions	Lower tier discounts on GLOSSI continuing professional development	
<b>And when you need it:</b>	<b>And when you need it:</b>	<b>And when you need it:</b>	
Support from a named adviser during headteacher recruitment	Support from a named adviser during headteacher recruitment	Support from a named adviser during headteacher recruitment	
New headteacher induction programme	New headteacher induction programme	New headteacher induction programme	
Telephone/face to face support during an Ofsted inspection	Telephone/face to face support during an Ofsted inspection	Telephone/face to face support during an Ofsted inspection	Telephone/face to face support during an Ofsted inspection

Following an in-depth review of GLOSSI memberships, we have removed virtual networks from premium and standard membership packages and increased the staff development sessions.

Federations can purchase one of the membership packages outlined above to use across the schools in the federation.

We can discuss bespoke packages for MATs and for groups of schools wanting to use GLOSSI support collaboratively.

## BOOKING INFORMATION

All GLOSSI traded services outlined in this brochure can be purchased via [GCC Plus](#).

If you would like to discuss any of the services provided, please contact [GLOSSI@gloucestershire.gov.uk](mailto:GLOSSI@gloucestershire.gov.uk)



**THE ADVISORS ARE  
INVALUABLE AND KNOWING  
THAT I CAN RING UP IN AN  
EMERGENCY, OR TO ASK  
A QUESTION IS A REAL,  
TANGIBLE BENEFIT THAT I  
WOULDN'T BE WITHOUT.**

# GLOSSI CPD - A YEAR IN VIEW 2025-26



