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Fresh thinking on training and professional development

Modern and designed to meet the current needs of educational professionals, PBM training and consultancy provides local authorities and schools with high quality services to support school improvement at affordable, inclusive prices, with added value.

Designed with schools in mind, we have cut out the unnecessary 'frills' and have concentrated on what really matters - effective support for school improvement, provided to a guaranteed high standard.

Whether you want to improve school self-evaluation, train managers and key members of staff, raise awareness among governors and parents, write and implement key policies, or check that your policies and practices meet requirements, PBM training and consultancy gives you a refreshing, efficient and effective alternative.



High training standards

No more paying for training and consultancy that does not meet the grade, all our consultants are trained to meet an assured professional standard. All consultants are vetted rigorously before being placed on the Company's approved list. Their work is continually evaluated for its effectiveness and is performance managed. You do not pay if standards are not met.

Professional development tailored to meet individual needs

Our training and consultancy are designed for a variety of professional development and school improvement requirements. The needs of participants are assessed ahead of provision and the programme adapted and tailored to meet differing needs. Professional development objectives are established in advance, included as part of the service design, and used afterwards to assess the achievement of participants and the effectiveness of the provision.

Practical and skill based

Understanding the theory is OK but making it work is what counts. We concentrate on developing the skills, knowledge and understanding that turn theory into practice. We work with you and your school data and guide the professional development of managers and key members of staff while adding value to school self-evaluation, strategic planning, and policy development.

Ideal for developing good practice while evaluating your school, the professional development we provide can be designed to produce key documents as added value outcomes.

Email and internet support



Not every senior manager has the time to check policy documents, reports, improvement plans, and Ofsted and local authority self-evaluation forms to ensure their quality. We have available a team of consultants who will read and evaluate your documents, tell you how good they are, what may be necessary for them to improve, and if you wish, produce the finished document for you. All you need to do is email a draft version to us.

Your website and school improvement

Educational managers cannot afford to waste time chasing paper or hunting for key policy documents, especially during inspection. Make the most of your website as a tool for managing the documents needed for school development and improvement. We will guide the development of your website so that it becomes an effective tool to help you manage the school. We provide relevant training and support. Technical support is provided through a partner organisation.

High quality management and administration

Being able to make contact first time, discuss requirements quickly and get a prompt reply are vital. Our management and administration conform to nationally recognised standards. We provide a friendly, efficient service. Our helpdesk is available during normal office hours throughout the working week and working year.

Serving Local Authorities and schools

Based in Uttoxeter, we provide high quality training and consultancy to local authorities and schools throughout England. The services support school improvement and the professional development of school improvement officers, headteachers, senior managers, teachers, teaching assistants and others. A wide range of courses and training opportunities are provided together with individually tailored training and consultancy to meet the needs of professionals working in schools. The Company's management and administration conforms to nationally recognised standards. Consultants, tutors and trainers are vetted and approved before being placed on the Company register. Their work meets rigorous professional standards, is quality assured and performance managed. The quality of work is guaranteed.

Successful track record

With our partners we have provided hundreds of inspections, deployed a team of around 500 consultants, and observed around 50,000 lessons over 10 years. From this extensive experience, the Company has acquired a clear, practical understanding of good practice in leadership, management, teaching and learning and is using it to good effect in its training and consultancy.

Work with Ofsted has been of a high standard and has always met their rigorous requirements. The Company is successfully working with local authorities and with national organisations such as the Teacher Training Agency.



Experienced trainers, tutors and consultants

The Company has a large pool of approved trainers, tutors and consultants. They all have lengthy and successful careers in inspection, school management and teaching. To become approved, they must complete an application process during which their qualifications, professional experience and background are rigorously assessed and verified. During their time with the Company their work is performance managed and only those with good track records are retained on the Company register.

All trainers and consultants are expected to gain the respect and confidence of clients and trainees. They are required to meet the Company Quality Assurance Standard and national standards for school improvement professionals. The work of trainers and consultants is monitored and evaluated regularly through the Company's performance management systems.



Bruce McAlpine has managed the Company for 10 years. He is a registered inspector and was an Additional Inspector with HMI. He writes and develops training materials and tutors many of the courses. Before becoming an inspector he taught in infant, primary and middle schools and was a headteacher for seventeen years in Staffordshire and Stoke-on-Trent.

Mike Carter is the training manager. He has been with the Company for nine years. He is a registered inspector and was an Additional Inspector with HMI. He manages the training programme, writes and develops training materials, and tutors courses. Before becoming an inspector he taught in primary schools and was a headteacher.



Quality assurance standard

The Company provides training:

- that is well matched to the professional development needs of the trainees;
- where trainees make good progress and achieve the objectives of the course;
- that is high quality and provided in accordance with the course specifications and guidance;
- where the organisation and management of courses contributes to effective training;
- where the effectiveness of training is evaluated in order to improve its quality;
- trainers adhere to the Code of Conduct;
- training is fully inclusive for all participants.

The services

The Company offers a broad programme of courses at its training facilities in Uttoxeter as well as guided professional development in schools. Services are easily designed to reflect customer needs. This may be of particular benefit to schools and other institutions seeking to implement policy and then evaluate impact.

Company courses

- School self-evaluation skills:** interpreting the evidence and making judgements
- Subject leadership and management:** middle and subject management skills
- Observing lessons:** evaluating effectiveness and developing good practice
- Sampling pupils' work:** evaluating progress and curricular effectiveness
- Assessment and progress tracking:** using assessment to track the progress of pupils and to evaluate the performance of groups and in the school overall
- New inspection Framework 2005**
- Data handling:** improving skills of data analysis and evaluation using key performance indicators
- Completing the new Ofsted SEF:** (Self-Evaluation Form)

Versions of these courses are provided in schools. They can be provided during the school day as taught sessions or as guided professional development. They can be adapted to fit twilight sessions and some are suitable for governors and parents.

Courses provided under licence

- School Self-evaluation** (Ofsted)
- SMSC** (Ofsted)
- Evaluating Secondary Citizenship** (Ofsted)
- Inclusion** (Ofsted)

How to find us



Uttoxeter is easily reached from the M1 or M6. It is located on the A50 trunk road midway between Stoke and Derby. Uttoxeter is well served by bus and train and has good parking for those travelling by car.

The Company offices are in the Market Place in the centre of the town, only two minutes walk from the railway and bus stations.

Enquiries and further details

Our training helpdesk operates between 9 am and 5 pm Monday to Friday throughout the year.

Further details can be obtained from Emma Northam at the Uttoxeter office (email: emma.northam@pbm-group.co.uk or telephone: 01889 567014) or from the website: www.pbm-group.co.uk



Company details

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