

## Sally Prosser - Assistant Headteacher

Level 5 - Coaching Professional



### Apprentice Case Study

What attracted you to apprenticeship training?

Creating a workplace that encourages and supports people to drive their own development. Creating an environment where people feel heard and empowered to achieve.

What have been the benefits of your Apprenticeship training?

The Apprenticeship training has given me a more productive way to talk to people and drive them to take action. This rather than me trying to please and do things for others which resulted in me over working to achieve others goals, sometimes at the detriment of my own goals. By giving people the time to talk and more importantly be listened to has given people a sense of importance. It is a time where people are able to honestly reflect and take uninterrupted time to work through their thoughts and ideas. It has already given staff a stronger pride in the workplace and a drive to succeed mindset. Staff feel empowered to make decisions and have a clear purpose for the goals they have set.

What impact if any has training had on you or on your effectiveness in school?

I have been able to reflect on the purpose of the conversations I have with people and my role within them: am I a listener, a confirmer, a challenger etc. My confidence has grown in challenging others as I now, instead of challenging them with my own personal opinions, am able to challenge their thinking, which results in us both being able to focus and understand the problem and what steps need to be taken to achieve this. This also has allowed me to delegate responsibility. My knowledge of human behaviours, needs and wants has also grown as my continued development of communication skills and "reading the room" has grown.

How would you describe the quality of the training and the support you have received/are receiving from Ebor?

Being part of a cohort has allowed me to work with professionals in equal roles to discuss and challenge my role. I have been given lots of support in relation to my job roles and feel I have a strong bank of people I can rely on. As training takes place with others it gives the opportunity within the training to network as well as reflect together after the training. I find the training course useful and supportive. Equally because training is run by the Trust I work for, the new learning and approaches that are introduced within the course are then purposeful as they can become trust expectations that are supported to be filtered down into the schools.

**"Apprenticeships are there to help you grow within your role. They offer support and advice on how to advance yourself and help you develop your role. Learning on the apprenticeship course is filtered down into the workplace."**

Get in touch to find out more:

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