



pivot

Putting children at the centre of education and care

About Us

Pivot is a well-established educational consultancy that has a proven track record for supporting whole school improvement and combining innovative expertise in education and social care.

With many years of experience we are experts in our field. We dare to be different by challenging the norms. We deliver leading interventions with proven results.



**It's all about
direction
and destination.**



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Why choose Pivot?

We recognise that every school has hidden strengths and it can take a professional friend to notice these. With a hands-on approach we become an extension of your team with a commitment to providing you with a reliable, constructive and objective, results-driven service.

The support we provide focuses on sustainability and leaving a permanent, positive impact on our partners in education.

Our support has delivered:

- **Improvement in OFSTED outcomes, from special measures to good with outstanding features in 3 schools**
- **Reduction in exclusions from 122 to 0 in less than 2 years**
- **Reduced spend on Alternative Provision by developing an in-house provision map**
- **Thousands of pounds cost saving without the loss of jobs**
- **Improved attainment levels across schools/partnerships**
- **Average attendance increase of 8%**
- **Improved safeguarding policies, procedures and practice**

Renowned Track Record

Pivot has a renowned track record for supporting the leadership teams within schools, from brain storming meetings and grounding key areas to identifying the right staff are in the right roles. It is about supporting the team to get the results they know they can achieve.

Pivot provides a range of options for leadership groups around teaching and learning, inclusion and pastoral matters -all are bespoke and individual to the school's needs.

Examples of these include:

- **Supporting SIP/SEF priorities**
- **Coaching and supervision**
- **Away days, CPD and staff development programmes**
- **Developing communication systems**
- **Processes into practice**
- **Governance and strategy support**

We specialise in inclusion, pastoral direction and implementation. We have successfully used these approaches to ensure that schools maximise their resources whilst keeping the needs and progress of the pupils at the forefront of the school's direction.

The process we take is to have a frank and open discussion about the areas you believe need support. Then the lead consultant will analyse the data over the past 2-3 academic years and identify what they feel are possible areas to focus on. Mutually agreed targets are then constructed.

All targets are measurable and are designed to support the school's SEF. Sometimes an external viewpoint helps to identify and address issues. Pivot will remain neutral and are confident in their ability to challenge and motivate people who are finding change difficult.

"The school's outstanding leaders and managers make excellent use of partnerships and reserach ideas to drive improvements in teaching"

- Quote for recent outstanding ofsted

A solution can be found for every problem

Everything we do is about Continuing Professional Development for others. No matter how we work together, Pivot ensure that we empower others to continue the improvement progress. We always provide a sustainable model that will foster success and achievement.

All our programmes contribute to the CPD of others.

We offer a range of training courses. These include:

- **Provision Mapping**
- **SENCo briefings and training**
- **Supporting children with loss and bereavement**
- **Headteacher Induction**
- **Teaching and Learning INSET**
- **Governor Development**
- **Resilience and Attachment**
- **PATH Visioning - Whole school or SLT**
- **Restorative Practices Introduction, level 1 & 2**
- **Behaviour management**
- **Communication with others**
- **Coaching and mentoring**
- **Safeguarding and Child Protection**
- **NQT/RQT training**

We will work with you to develop a specific training programme that is personalised and individual to your needs.

A solution can be found for any problem.

Assessment



The **minority is getting bigger** and often **additional support** is needed for low to high ability pupils

To be able to offer the best for any pupil you need to understand them.

Pivot will support you in developing a robust assessment tool that can identify a range of needs and possible ways of supporting. Linked with a workable range of interventions, this will see your students go from strength to strength.

Mainstream education works very well for the majority. We have found the minority however, is increasing, and often additional support is needed for low-to-high ability pupils. We build on what you have and will develop in-house solutions that have longevity and are cost-effective, therefore helping you focus on learning for all.

Whether it is using the data you already collect or identifying what data needs to be collected, we can help.

Looking for patterns demonstrating pupil progress will enable you to plan and identify the most effective intervention. We have worked with individual pupils in large high schools to perfect this, which has been rated by OFSTED as outstanding.

We have developed a unique assessment tool that assesses five areas of the pupil's development and ensures they receive the right support at the right time.

We are firm believers that all changes need to come from the top. For change, direction and outcomes to be achieved then all members of the community need to be clear and understand what the direction is. We will help and strengthen your community. We firmly believe that people are responsible for their own learning and development and we promote resilience and responsibility in all our support packages.

We can reduce it!

Alternative Provision is an area that impacts greatly on schools. Pupils who need something different often results in massive financial cost to schools and a detrimental cost to the individual learner and school results.

We look at Alternative Provision as an opportunity to boost the potential grades of all pupils, whether they are high achieving pupils, pupils falling below A*-C or pupils at risk of becoming disaffected.

We look at what can be offered from the school, the community and the staff, and match this with the student's needs, using tried and tested models of data analysis and interviews.

We manage Alternative Provision for school partnerships and Local Authorities in their entirety. We offer a service that supports the entire process including:

- **Review of current provision**
- **Viability study for new provision**
- **Set up of new provision (in-house and locality based)**
- **Policy and procedure development**
- **Training and CPD**
- **Specialist staffing (support staff, teachers, leaders, therapists, coaches)**
- **Measure of impact and outcomes of current alternative provision**
- **Teaching and learning quality assurance**

This is an holistic and shared piece of work identifying what is best for YOUR school.

The Taylor report into alternative provision has 28 recommendations. The majority of these can be implemented by the host school. This will reduce cost, increase attainment and most importantly keep the target child with the experts on their development, you!

Child Protection



Safeguarding

Pivot offer an in-house, registered specialist Social Worker to advise with your safeguarding and child protection needs.

We can provide:

- **Full school safeguarding audits**
- **Writing safeguarding and child protection policies**
- **Local area assessments to look at the impact outside school has on your pupils**
- **CPD and training**
- **Advice and support for working with local authority social care**
- **Family and child assessments to identify needs that will affect schooling**

With a decade of experience in all areas of statutory children's services, Pivot will ensure you are meeting your responsibilities in safeguarding the pupils in your school.

We understand that safeguarding is an increasingly daunting but incredibly important aspect of your school and we are here to ensure the best for the pupils you educate and care for.

Restorative Practice is not primarily about solving issues when they have arisen, it is more geared towards preventing the issues from arising. But when issues do need a resolution, then various possibilities are available, ranging from 1:1 meetings to whole group conferencing.

Pivot offers the following support around RP:

- **Training: Introduction to RP Level 1 and Level 2**
- **Establishing restorative approaches in school.**
- **Facilitating a restorative conference and working towards a resolution.**

Restorative Practice in Schools

There is good evidence that Restorative Practice delivers a wide range of benefits for school communities.

Recent independent evaluations of restorative practice in schools have shown:

- **Whole-school restorative approaches were given the highest rating of effectiveness at preventing bullying by a report published by the Department for Education, with a survey of schools showing 97% rated restorative approaches as effective.**
- **An independent evaluation of Restorative Justice in Bristol schools found that restorative justice improved school attendance and reduced exclusion rates.**
- **In Barnet, an evaluation by the Local Authority found a significant reduction in exclusions of 51% in Restorative Justice trained schools; compared to a 65% increase in exclusions in the 32 Barnet schools that received no RJ training. They also found increased confidence among school staff to deal with bullying and conflicts in the school.**
- **In Hull, a two-year Restorative Justice pilot led to 73% fewer classroom exclusions, 81% fewer fixed term exclusion days, and a reduction in verbal abuse between pupils and verbal abuse towards staff of over 70%**

Examples

Our Services

- **Assessments: individual and whole school**
- **Safeguarding: audits, training and social work expertise**
- **Set up of alternative provision (in-house and external)**
- **Dyslexia screening and assessment**
- **Family support and intervention**
- **Supply of teachers**
- **Educational consultants: school improvement, teaching and learning, pastoral**
- **Behaviour, SEND, safeguarding**
- **Inclusion workers**
- **Coaches**
- **Psychotherapists: play, art, drama, music**
- **Counsellors**
- **Clinical Psychologists**
- **SENCO support and development**
- **Interim provision of senior and middle leaders**
- **Parent support**
- **Recruitment: long-term and project-based**
- **CPD**
- **Conferencing / briefings**



Managing Director

Michael Smith

Michael became the youngest ever centre manager for KS4 provision and has held several leadership roles, including acting head in recent years. In every OFTSED he has been involved in, his team, department or site has achieved a minimum of good with two outstanding grades.

Michael established Pivot as he has the drive to make a difference for young people. Getting results for the hardest to reach pupils has brought national recognition through the British Council, Sport England and the Department for Children and Families.

“Working with Michael was extremely beneficial. His knowledge and forward thinking approaches surrounding inclusion are excellent. Inclusive practices were discussed, and needs pertinent to our school were met with vision and success. Strategies were shared and explored as a team and monitoring systems were devised effectively and successfully tracking student progress. I would recommend him without reservation.” – Headteacher

“Michael has a tremendous grasp of the broad picture while also being able to focus intently on fine detail. His empathy and social skills are of a high order. He is committed to the service he provides and is a determined enabler. He has a deep understanding of the needs of the disadvantaged and has demonstrated great kindness in this field.” – Headteacher

“Michael is proactive and looks for solutions that make a difference to the lives of many who need his help. I would highly recommend Michael to those who work for or with him.” - Headteacher

Meet The Team



Director of Education

Andrew Kitterick

Andrew has held numerous roles in education, coaching and training. He has led and managed a wide range of projects and initiatives that focus on getting the best out of people and organisations.

Andrew has taught across all levels of education from primary to higher education and in both mainstream and SEND settings, achieving outstanding OFSTED grades at numerous provisions. As a physical education and behavioural specialist, Andrew has considerable experience of effective partnership working in training and CPD for local authorities and national governing bodies.

Andrew is passionate about teaching and learning and believes that with the right support, leadership and commitment, every individual and organisation can succeed in a challenging working environment.

“The support provided by Andrew to our trust has allowed us to focus on improving outcomes for our children and the ability and flexibility to work across multiple schools and key stages with differing need is a key strength.” – CEO – MAT

“As an outstanding teacher, Andrew is an excellent communicator at all levels and has excellent rapport with his learners. He is an example to others.” – Headteacher

*“The assessment, training and support provided to our schools allows us to work in an early intervention and prevention manner and proactively tackle changing and complex need .”
– Director – Teaching School Alliance*



Social Worker

Paul Sutcliffe

Initially working in the Duty and Assessment Service, Paul worked on the initial referrals and core assessments of children in need, developing an interest in the legalities of child protection. Paul then worked for three years in the long term Care Management Service. This allowed for further Court experience and also more intense case work working with families subject to child protection procedures.

This period in Care Management led to a final move within the Local Authority to the Looked After Children and Care Leavers service. Working with these young people already subject to care orders led to a consolidation of his experiences in children's services, having seen the young people during all points of involvement, from the initial referral to gaining independence and leaving care.

Paul continued to gain experience of the legal side of care and worked on a number of secure accommodation cases alongside his regular case load.

It was during this time that Paul met Pivot through working with a young person they were both involved in, finally leading to a move to the company, bringing his experience of public sector children's services, safeguarding and child protection procedures to the services Pivot can offer their clients.

"Paul is extremely professional in everything he does and takes his social work values and ethics very seriously. His primary concern is for his service users and families and he practices with integrity."

– Dr J Murphy

"Paul has a genuine motivation in identifying and applying research and a strong evidence base to his practice... and shows a strong child-centred perspective." – Head of Social Care

Testimonials

OFSTED quotes from schools with Pivot involvement

“ The schools outstanding leaders and managers make excellent use of partnerships and research ideas to drive improvements in teaching.

Pupils are happy, feel safe and are keen to learn. They get on well with each other and with staff. their attendance has improved dramatically.

Pupils with behavioural needs make rapid progress in managing their own behaviour. Exclusions are rare and have fallen significantly since the previous inspection.

Attendance is improving. This is reflected in the attendance of those who do not have medical needs. The proportion of pupils with 100% attendance has increased rapidly over time in response to a host of initiatives and reward programmes.

Pupils' independence and responsibility are well promoted throughout the school. Sixth-form students enjoy the opportunities to demonstrate their independence through cooking meals attending college and undertaking work placements in the school shop.

Senior leaders have also found the partnerships brokered by the local authority useful in giving senior and middle leaders the opportunity to see outstanding practice. ”

Quotes from pupils

“ I get it now, it's about real confidence, not the pretend one you have with your friends, it's the confidence to learn.

If we work together it is easier.

I am trained in restorative practices just like the staff. ”



Daring to be different
and getting **better results.**



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