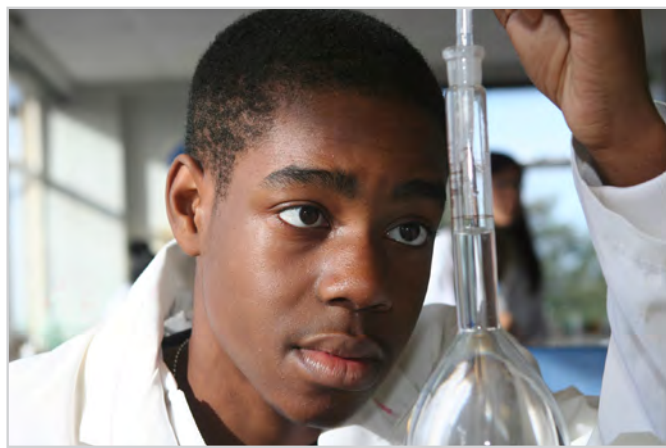


# NASSEA Services

Improving progress  
Developing expertise

Education  
Services for  
Equality and  
Diversity



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# Introduction

NASSEA Associates are qualified and experienced practitioners specialising in Equalities and Diversity, English as an Additional Language (EAL), Ethnic Minority Achievement (EMA), working with Gypsy, Roma and Traveller pupils and International New Arrivals, Asylum Seekers, and Refugee children and families. NASSEA Services offer consultancy and classroom support to develop equalities work in schools, local authorities and other educational organisations. Our Associates bring a wealth of experience and expertise to develop your school's provision. NASSEA is a well-established, not-for-profit professional organisation, promoting equality in education through teaching and learning which is effective and engaging for children and young people from all ethnic, cultural and linguistic backgrounds.

NASSEA Associates have worked in partnership with schools and local authorities across the north of England for many years as EMA specialists and independent consultants, specialist teachers and assistants. Many NASSEA Associates have been commissioned to work as consultants and coordinators on the successful Greater Manchester EAL strategy which ran from 2009-11, providing consultancy support to schools, developing a network of EAL hub schools, a GRT schools' network and organising conferences focusing on EAL.

## What we offer:

- Consultancy to schools;
- Consultancy to local authorities
- Professional Development;
- School Improvement for Closing the Gap, Equalities, EMA and EAL;
- Assessment and induction advice for international new arrival pupils, asylum seekers and refugees and Gypsy, Roma and Traveller pupils;
- Assessment and advice for EAL learners who may have Special Educational Needs;
- Closing the Gap: targeted work with underachieving minority ethnic groups;
- Classroom support for EAL learners;
- School-based work on equality, diversity and cohesion.

For a free initial consultancy visit from one of our Associates please contact:

Ameer Abbasi on [consultancy@nassea.org.uk](mailto:consultancy@nassea.org.uk)  
or 07845 649 624 0161 253 6422/23

For detailed information on what we offer please visit our website

<http://www.nassea.org.uk/nassea-consultancy/>



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[consultancy@nassea.org.uk](mailto:consultancy@nassea.org.uk)

# Consultancy to Local Authorities Early Years Providers, Children's Centres

NASSEA Associates offer consultancy on all areas of Ethnic Minority Achievement, equalities and diversity to local authority teams and other organisations to advise and develop their work with schools, children, young people and families.

We provide bespoke consultancy to meet your organisation's requirements, including development on:

- Equality and Diversity
- Racial Equality & Social Inclusion
- The 2010 Equalities Act and its implications
- Senior Leadership/Strategic Development Support
- Meeting the needs of Asylum Seekers & Refugees
- Gypsy, Roma and Traveller Achievement
- General Training



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# Consultancy to Schools

NASSEA Associates offer consultancy on all areas of Ethnic Minority Achievement, equalities and diversity, to primary, secondary and special schools. Consultancy work can support senior leaders, middle leaders, EMA/ EAL coordinators, class and subject teachers, teaching assistants and specialist EMA teachers and assistants to increase the progress and engagement and raise the attainment of pupils from minority ethnic backgrounds.

Consultancy to schools is undertaken by EMA leaders with significant experience and expertise in developing EMA work across schools.

NASSEA Associates offer services to meet your school's individual needs, including:

- Supporting senior leaders to analyse the attainment and progress of BME, EAL and GRT learners and to identify successes and areas for development;
- Reviewing current provision, practice and policies for Equalities and Diversity, EAL, Community Cohesion and Equity and Excellence;
- Working with heads of department or key stage leaders to review provision and practice and identify barriers to progress for BME, EAL and GRT learners;
- Working with EMA and EAL coordinators, teachers and assistants, to develop their roles effectively, through coaching and modelling;
- Supporting senior and middle leaders to review provision for new arrival pupils, GRT pupils and for the management of high mobility in school and to provide advice on developing effective practice in these areas;
- Supporting class teachers, key stages and departments to develop partnership teaching to maximize the effectiveness of EMA staffing and provision;
- Developing short term intervention programmes and medium term class-based projects to develop strategies for increasing progress in language development and curriculum understanding;
- Providing CPD for senior leaders and school governors to promote best practice and ensure that the school's duties regarding equalities and cohesion are being met;
- Providing CPD to promote subject teachers' understanding of language and literacy within their subject area;
- Providing CPD for bilingual assistants to promote the effective use of first languages and English for learning and teaching;
- Providing CPD for teaching assistants and other support staff to promote effective working with BME, EAL and GRT pupils



# School Improvement for Closing the Gap, Equalities, EMA and EAL

NASSEA Associates work with Senior Leaders to establish school structures and practice to raise the attainment and increase the engagement of learners from underachieving minority ethnic groups.

This includes bespoke initiatives as well as projects on:

- Minority Ethnic Achievement Programme (Secondary)
- Secondary EAL Programme (Secondary Advanced Bilingual Learners)
- Black Children's Achievement Programme (Primary)
- Black Pupils' Achievement Programme (Secondary)
- Gypsy, Roma and Traveller Achievement Programme (Primary)
- Supporting children learning EAL in the Foundation Stage (Foundation Stage)
- Learning and teaching for bilingual children in the primary years (Primary Advanced Bilingual Learners)
- International New Arrivals programme (Cross Phase)



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# Closing the Gap: targeted work with underachieving minority ethnic groups

NASSEA Associates offer consultancy, coaching and partnership work to raise the attainment of Minority Ethnic and EAL learners in schools. This includes:

- Working in partnership with class and subject teachers and assistants to develop teaching and learning strategies, classroom practice and links with parents and carers to raise the attainment and increase the engagement of learners from under achieving minority ethnic groups;
- Developing parental involvement in their children's education;
- Developing the roles of EMA specialist staff;
- Developing partnership working across the school/ department.
- This includes bespoke initiatives as well as projects on:
  - Minority Ethnic Achievement Programme;
  - Secondary EAL Programme;
  - Black Children's Achievement Programme;
  - Black Pupils' Achievement Programme;
  - Gypsy, Roma and Traveller Achievement Programme;
  - Supporting children learning EAL in the Foundation Stage;
  - Learning and teaching for bilingual children in the primary years;
  - International New Arrivals programme.



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# Professional Development

NASSEA Associates offer a wide range of CPD which can be a specific programme or bespoke to your school.

Specific CPD programmes for schools may focus on:

- International New Arrivals;
- Early Stage Learners of EAL;
- Advanced Stage Learners of EAL at all key stages;
- Gypsy, Roma and Traveller pupils;
- Asylum Seeker and Refugee pupils;
- Developing EAL strategies across the school/ department;
- Assessing EAL learners through APP;
- Assessing International New Arrival pupils;
- EAL or SEN? Assessing pupils who may have multiple needs;
- Equalities and Diversity;
- Governor training.

NASSEA also offers a range of accredited CPD for class and subject teachers and Teaching Assistants and for specialist EMA teachers and assistants.

Meeting the Needs of EAL Learners in Your Classroom course can be delivered to your staff in your school through NASSEA Services.

This programme, with accreditation available at Master's and Foundation Degree levels, focuses on supporting teachers and teaching assistants to develop the full range of strategies, skills and understanding needed to develop the most effective teaching and learning environment for pupils learning English as an Additional Language.

NASSEA Associates offer mentor support for teachers and assistants undertaking higher education courses focusing on EMA, EAL and equalities.



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# Classroom support for EAL learners

EAL learners need a clear focus on both language and curriculum learning in order to make good progress and this is more likely to be in place if they receive support from EAL specialists. The current OfSTED guidance for inspectors states that:

*Specialist EAL support should be available for new arrivals from qualified teachers or teaching assistants who have received appropriate training and support. More advanced learners of English should have continuing support in line with their varying needs as they develop competencies over time.*

NASSEA Associates work alongside class or subject teachers to provide curricular access and a focus on language development. They provide classroom support for EAL learners including:

- Specialist EAL teacher or Bilingual Language Assistant support for International New Arrivals, Early Stage Learners or Advanced Stage Learners of EAL;
- Specialist teacher or assistant support for Gypsy, Roma and Traveller pupils;
- Specialist teacher or assistant support for Asylum Seeker and Refugee pupils.



# Assessment and induction advice for International New Arrival pupils, Asylum Seekers and Refugees and Gypsy, Roma and Traveller pupils

NASSEA Associates include specialists in working with International New Arrivals, Asylum Seekers, Refugees and Gypsy, Roma and Traveller pupils and their families/ carers.

Our Associates offer:

- Initial language assessment for International New Arrival EAL learners (First language and English or English-only) with a report summarising language acquisition in languages assessed and recommendations for immediate support strategies;
- Home visit in family's preferred language, where possible, to ascertain the pupil's previous educational experience, language repertoire, learning styles, learning, health and emotional needs and family situation;
- Advice to your school on the induction of International New Arrival, asylum seeker, refugee or Gypsy, Roma and Traveller pupils;
- CPD for staff on key issues in education for INA, asylum seeker, refugee or Gypsy, Roma and Traveller pupils;
- Initial support to settle new pupils into the classroom and promote access to the curriculum and language development by:
  - o Specialist Teacher of EAL/ GRT pupils;
  - o Specialist Bilingual Assistant;
  - o Specialist EMA/ GRT assistant.



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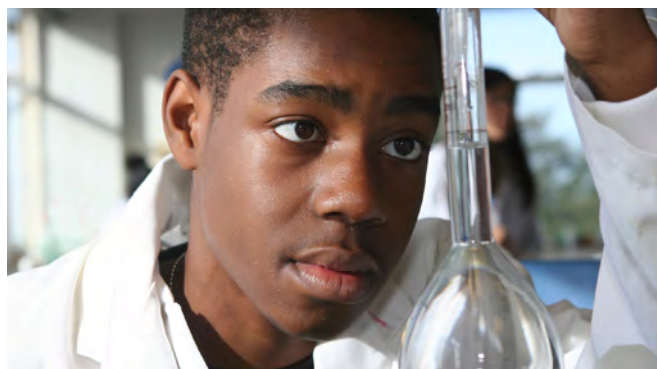
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# Assessment and advice for EAL learners who may have Special Educational Needs

Identifying whether or not EAL learners have Special Educational Needs can be difficult, but accurate identification is crucial in ensuring that the individual child receives appropriate support to enable them to reach their potential. There are many reasons why EAL learners may not make expected progress at particular points in their education and when this happens, schools may need the support of specialists to find the best way forward. Most EAL learners will not need support from an SEN specialist; their needs will be best met through a focus on language development and using EAL strategies in the curriculum. However, some EAL learners will need SEN support as well as a focus on EAL.

NASSEA Associates offer:

- A dual language assessment by a specialist teacher and bilingual language assistant (where the language is available) to determine the child's level of EAL need, competence in first and additional languages and other factors influencing educational attainment and progress. Schools receive a report including guidance on supportive strategies and any further referral needed.
- Advice on increasing progress for EAL learners who do not have special educational needs but who are achieving significantly below expectations.



# Equality, Diversity & Cohesion

NASSEA Associates provide support to school leadership teams, class and subject teachers to develop work on all aspects of equality, diversity and cohesion in education. This may include:

- Auditing, action planning and evaluation of equalities work;
- CPD on equality, diversity and cohesion in education;
- CPD on developing aspects of equalities work in the curriculum;
- CPD on developing work for an equalities or cohesion award;
- Projects, theme weeks and days to promote cohesion and understanding of diversity;
- Partnership work with class and subject teachers and curriculum leaders to develop specific aspects of equality, diversity and cohesion;
- Recording and reporting racist incidents in school;
- Responding effectively to racist incidents in school;
- Support for work towards equalities or cohesion awards.



# Local Authority Professional Development

We offer the following training courses:

Training Type	Duration	Cost	Synopsis
Equality and diversity, Equal opportunities	1 or 2 Day	£400 per Day	Managing Diversity In The Workplace Tackling Inequalities In Everyday Practice Cultural Awareness Anti Discriminatory Practice Welcoming and Managing Diversity (for Board and Senior Management)
Race equality, Social inclusion	1 day	£400	Inclusion and equal opportunities Discrimination, Harassment, Victimisation and Bullying Avoiding discrimination and creating safe environments The benefits of an effective diversity policy The diversity challenge - assessment
The 2010 Equalities Act & its implications	½ Day	£200	An overview of the Equalities Act. Key elements and implications for employers, staff, stake holders and service users
Senior Leadership/ Strategic Development Support	1 Day	£400	Specialist Support for EMA and EAL teams in School Improvement Management Development Programmes Recruitment and Selection Team Development



Training Type	Duration	Cost	Synopsis
Meeting The Needs of Refugees & Asylum Seekers	1 Day	£400	Covering the basics of Asylum Seekers and refugees, legislation, their needs, dispelling the myths and unravelling the misinformation given about asylum, refugees, asylum seekers and the asylum process that can give rise to confusion and fear sometimes partially due to media misinterpretation of the facts.
Gypsy, Roma and Traveller Achievement Programme	½ Day	£200	Bespoke training to Local Authority departments, eg. YOT, Housing, GMP. Training aims to raise positive awareness of and improve access to local services for all GRT communities.
Governor Training	1 Day	£400	Bespoke training for Governor Services addressing issues related to Equality and Diversity



# Services to Schools

For an initial consultation free of charge, to discuss your school's priorities, please contact NASSEA Services on [consultancy@nassea.org.uk](mailto:consultancy@nassea.org.uk) or telephone 0161 253 6422/ 07845 649624

## Charges

Service	No of Days	Cost
<b>Classroom Support</b>		
EAL Teacher Support	1 Day	£230
Bilingual Assistant Support	1 Day	£180
Dual language assessment	1/2 Day	£200
<b>Class-based teacher development and pupil support</b>		
Coaching/Partnership Teaching	1 Day	£250
Partnership raising attainment project	(2 x 1/2 day per week for 4 weeks) or equivalent	£1000
<b>Strategic and whole school development</b>		
Senior Leadership/ Strategic Development Support	1 Day	£360
CPD Delivery	Session Up to 2 hours	£200
CPD Delivery	1 day	£350



# Annual Packages:

(Purchase of these packages gains your school membership of the NASSEA School Partnership)\*

Strategic/ Leadership Packages	Cost	
3 Days Consultancy Package	3 days	£1050
6 Days Consultancy Package	6 Days	£2000
<b>Classroom Support Packages</b>		
1 Day /per week EAL Teacher & 1 Day /per week Bilingual Assistant + ½ Day School CPD		£16,000
2 Day /per week EAL Teacher & + ½ Day School CPD		£18,000
2 Days/per week Bilingual Assistant + 1/2 Day school CPD		£14,200
<b>Whole School Packages</b>		
3 days consultancy Support + 2 x partnership project +2 x 2hr CPD		£3350
3 x 1/2 day consultancy; 6 x 1 session places on training courses; 1 dual language assessment		£7900
2 days consultancy; 2 x 1 session CPD; 1 day p/w Specialist Assistant support		£7700
Bespoke packages available on request		Prices available on request

\* NASSEA School Partnership membership gives you a free place at network meetings, one NASSEA conference voucher and a free resource pack



# Contact Us

For a free initial consultancy visit from one of our Associates please contact:

Ameer Abbasi:



[consultancy@nassea.org.uk](mailto:consultancy@nassea.org.uk)



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For detailed information on what we offer please visit our website :

**WWW** <http://www.nassea.org.uk/nassea-consultancy/>



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