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**Hatfield Academy Development Offer**

**Bespoke to Role**

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| **UQT/NQT** | **RQT** | **Established Subject Networks** | **Middle Leader** | **Senior Leader** |
| One to one coaching (NQT mentor) | Career progression/ job shadowing | Trust subject networks | Astrea middle leader programme | MAT networking |
| MAT/NQT visits | Astrea NQT/RQT Programme | Astrea subject training | Senior Leaders Development Programme | Astrea Senior Leaders Development Programme |
| Peer observations | RQT time | External subject training | MAT networking | Astrea Aspiring Principles programme |
| Assigned mentor | Bespoke in house CPD | Chartered college membership (TBC) | Chartered college membership (TBC) | Chartered college membership (TBC) |
| Astrea NQT/RQT Programme | Personalised CPD plan | Astrea middle leader programme |  |  |
| Bespoke in house CPD (NQT) | Chartered college membership (TBC) | Astrea Senior Leaders Development Programme |  |  |
| Personalised CPD plan |  | Astrea Ad Astra Teacher Development |  |  |
| Chartered college membership (TBC) |  |  |  |  |
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