

Empowering Schools, Transforming Futures.

A unique UK-India programme supporting teacher development, leadership growth and whole-school improvement.





Foreword

It gives me great pride to introduce this programme to you, a collaboration built not just from professional expertise, but from shared purpose.

At Orange Moon, we have long believed that schools grow strongest when those inside them are supported to grow. This belief has shaped every part of what follows in this brochure. Together with our close partners and co-founders at Futura Learning Partnership, we have created a suite of development opportunities designed to improve teaching, strengthen leadership, foster collaboration, and help schools in India invest in the people who make the biggest difference: your staff.

We empower educators by providing transformative, evidence-based training that fosters excellence in instruction, equity in learning, and measurable improvements in student outcomes. Through global collaboration, innovation, and culturally responsive practices, we support teachers and leaders to develop impactful, sustainable, educational approaches.

This work has deep roots. One of its original architects, Panna Nagar, served as our International Director of Education and Learning. Her vision was to raise outcomes for children by deepening understanding and strengthening classroom practice across India. Panna was tragically lost in the Air India 171 disaster in Ahmedabad in June 2025, but her ideas and intentions remain at the heart of this programme. What you see here is her legacy, and one we are proud to carry forward.

We are equally proud of the partnership now formed with the Human Development and Research Foundation (HDRF). This link offers schools across India something truly valuable: the opportunity to access world-class professional training with the support of national apprenticeship schemes. It opens doors for schools that might otherwise have found cost a barrier, and it adds a new layer of possibility to what's already a carefully built programme. The programme incorporates structure and best practise from the UK Department for Education's apprenticeship programme.

A key driver behind this work is our focus on supporting schools to meet the aspirations of the National Education Policy (NEP). The content, structure and intent of this programme align closely with NEP priorities; from active learning and inclusion to reflective teaching and leadership development.

The programme you'll read about here is practical, grounded, and built with your school in mind. It's focused on what matters most, supporting staff to teach well, lead with purpose, and grow in their role.

Whether you're investing in classroom practice, leadership development, or whole-school improvement, this is a chance to take meaningful action, supported by expert partners who understand both the challenges and the possibilities.

We're proud of what this programme offers and even more proud of what it can help you achieve.

We look forward to working with you.

A blue ink handwritten signature, appearing to be "Barrington Oliver-Mighten".

Barrington Oliver-Mighten
Chief Executive Officer - Orange Moon Training (UK)

Vidya Vaibhav Samvardhanam:

Elevating Educational Excellence



Vidya Vaibhav Samvardhanam - where Samvardhanam signifies the holistic enrichment of skills and training-is proud to announce a landmark collaboration with Orange Moon. This partnership is forged in a shared, unwavering vision: to redefine and elevate the benchmarks of education across India.

Recognising the urgent need for structured, high-quality training for educators, particularly in the field of early childhood education, where standardised frameworks are still evolving, we have come together to bridge this critical gap. Our goal is to empower teachers with the knowledge, skills, and global perspectives required to nurture young learners effectively in today's dynamic educational landscape.

Orange Moon, a globally respected organisation with a strong presence in the United Kingdom and across multiple countries, brings with it a wealth of international expertise and best practices. Together, we aspire to establish it as a renowned Educational Training Provider within India as well. As part of this collaboration, we are in the process of setting up Centres of Excellence for teacher training across the country. These centres will provide educators from diverse regions access to world-class training delivered by international experts.

We are further strengthened by the support of the Futura Learning Partnership, a UK school network of 26 schools. Their contribution, providing experienced classroom teachers and school leaders as mentors and access to their classroom to Indian teachers to model best practise, will significantly enhance the reach and impact of this initiative. In addition, their keen interest in fostering school exchange programmes with Indian institutions opens up valuable opportunities for cross-cultural learning and global exposure for both educators and students.

Vidya Vaibhav Samvardhanam extends its sincere gratitude to Orange Moon and its partners for recognising the importance of quality education and international collaboration. Together, we are committed to shaping a future where educators are better equipped, students are globally aware, and the education ecosystem continues to evolve with excellence at its core.



Shrutidhara Arya
Chairperson
Vidya Vaibhav Samwardhanam





From Training to Transformation. Building on what's already working and helping it go further.

Many schools in India are already making real efforts to support teacher development. CPD sessions, in-house training, mentoring, and online courses are all helping to raise standards and build stronger practice.

But even well-planned training can face challenges. Without regular follow-up or support in the classroom, it can be hard for teachers to use what they've learned in a way that lasts. The difficulty often lies not in the training itself, but in keeping it alive while juggling the everyday pressures of school life.

At the same time, expectations are growing.

With NEP 2024 placing greater focus on inclusion, active learning and reflective practice, schools are under more pressure to support staff consistently and visibly. Parents are paying closer attention, and expectations about what good teaching looks like are shifting.

That's where international partnerships can help strengthen what's already in place.

By working with experienced UK educators and training providers, schools can offer their staff new perspectives, professional mentoring and access to globally recognised qualifications. These aren't a replacement for what you do. They're a way to help it have more impact, more often, and in ways that last.

For teachers, it brings purpose and structure to their development. For schools, it opens up new ways to collaborate, connect across schools, and raise professional standing.

This isn't about replacing what's already being done. It builds on it and helps create a teaching team that's more confident in their role, more connected in their work, and better prepared for what's ahead.

This programme adds new approaches to your existing school improvement initiatives.

It is a structured development model that supports long-term improvement using 3 key components.

Teacher
Training

Exchange
Opportunities

Collaborative
Partnerships

Built on Partnership. Proven in Practice.

This programme is delivered through a partnership that brings together the strengths of four organisations.



Orange Moon Training: Established in 2010, Orange Moon Training is a UK government-approved specialist provider of training and apprenticeships for the early years and education sectors. Much of our work focuses on what teachers do every day in their classrooms, and how that can be supported and improved. We are also UK Government grant funded to deliver a programme to provide international experiences to trainees on our programmes.

Futura Learning Partnership: A high-performing UK school trust recognised for their teaching quality and innovation, with a portfolio of 26 schools providing early years, primary and secondary education. Futura plays an active role in this programme, contributing real classroom experience, mentoring support, leadership input and collaborative development across all levels.

Vidya Vaibhav Samvardhanam: Samvardhanam, literally meaning skill development and training, reflects a commitment to enhancing capabilities and fostering growth. Vidya Vaibhav Samvardhanam is an initiative dedicated to the holistic development of the education fraternity, focusing on empowering educators and learners alike. It emphasises solution-driven training approaches, aiming to address real-world challenges in education and promote continuous improvement, innovation, and excellence in teaching and learning practices.

Your School: This isn't a programme delivered to you. It's delivered with you. Each school becomes an active partner, helping shape the training and ensuring it meets your context and goals.

Partnership with Purpose.

At Futura, everything we do begins with a simple question: what will help children learn more, thrive more, and grow with confidence? That question has shaped our schools, our staff culture, and our approach to collaboration, both locally and now globally.

We joined this project because we believe in the power of partnership. Across our organisation, we've seen what happens when teachers work together, when ideas are shared, and when schools open their doors to new thinking. This programme gives schools in India the opportunity to do just that, to invest in teachers, raise outcomes for students, and take part in something that connects education across borders.

Our team brings a strong international perspective, both in teaching and leadership. Personally, my background includes work in overseas education systems, and I know first-hand how much there is to gain from cultural exchange and the sharing of practice.

We're especially proud to support the iPETL programme, where Futura teachers will play an active role in the assessment process. But our involvement goes further.

Through this partnership, we'll also be helping to create opportunities for cultural exchange, joint projects between schools in India and the UK, and the chance for participants to observe UK teaching practice. These experiences not only strengthen professional learning but help to build real connections between schools, staff and students.

Ultimately, this partnership is about shared purpose. Like our colleagues at Orange Moon, we believe that professional development is one of the most powerful tools a school can use. We're proud to support this work and proud to learn from it too.



Gary Schlick
Chief Executive Officer
Futura Learning Partnership



The 3M Model: How the Programme Is Delivered

Our training isn't based on lectures or presentations. It's built around real teaching, shared expertise, and continued professional support.

We use a simple but effective model: **Mentoring, Modelling,** and **Measuring.**



Mentoring

Teachers are supported by experienced educators from both the UK and India. This includes regular contact, discussion of lessons, planning help, and advice tailored to your school's needs.



Modelling

Teachers see what good teaching looks like, not just in theory but in practice. Through live and recorded lessons, they can explore real approaches to classroom challenges.



Measuring

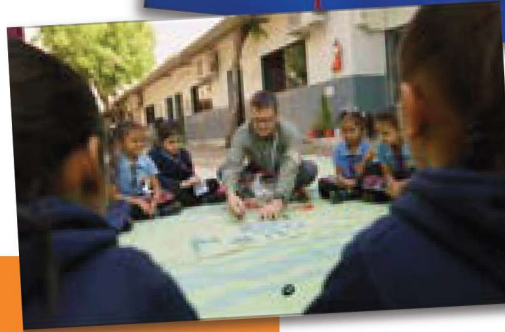
Progress is tracked carefully. Teachers receive clear, supportive feedback that helps them understand where they are now and what to focus on next.

This approach helps schools build habits of improvement that last long after the training ends.

Global Collaboration & Exchange Opportunities

One of the most exciting aspects of this programme is the chance to collaborate with educators across borders.

Through our work with Futura, schools take part in a range of structured exchange and collaboration activities:



The Turing Scheme

A UK government-funded scheme that enables Orange Moon trainees from across the UK education and early years sectors to spend time working in Indian schools. They bring fresh thinking and energy while learning from your team in return.



Teacher and Leadership Exchange:

Indian and UK educators work together, online and in person, to plan lessons, improve leadership practices, and solve shared challenges.

- Teacher Observations
- Subject Workshops
- Joint lesson planning
- Curriculum mapping
- Leadership discussions on school improvement planning
- Reflection sessions

Joint Student Projects:

Pupils connect across countries to share ideas, collaborate on curriculum themes, and learn together.

- Digital Pen Pals
- Digital Storytelling
- Cultural Showcases
- Collaborative Podcasts
- Environmental Initiatives
- Social Justice Projects
- Language Exchange Sessions
- Sports & Fitness Challenges
- Virtual Reality Field Trips
- Digital Mapping Projects



These aren't short-term visits. They are long-term relationships that help your school grow - educationally and culturally - within a global network.

World-Class Teaching Development.

This structured vocational course offers a comprehensive, year-long professional development experience for educators, designed to strengthen teaching practice through practical application, professional reflection, and guided growth.

Developed in collaboration with educational experts from India and the UK, the course is available in two streams:

- **Early Years educators (Kindergarten & Pre-School)** - Teachers of children pre grade 1
- **Primary and Secondary teachers** - Teachers of children grade 1 or above

At its core is a practice-focused, vocational training programme that introduces the key principles of effective teaching and learning, supports the development of strong professional habits, and fosters reflective classroom practice.

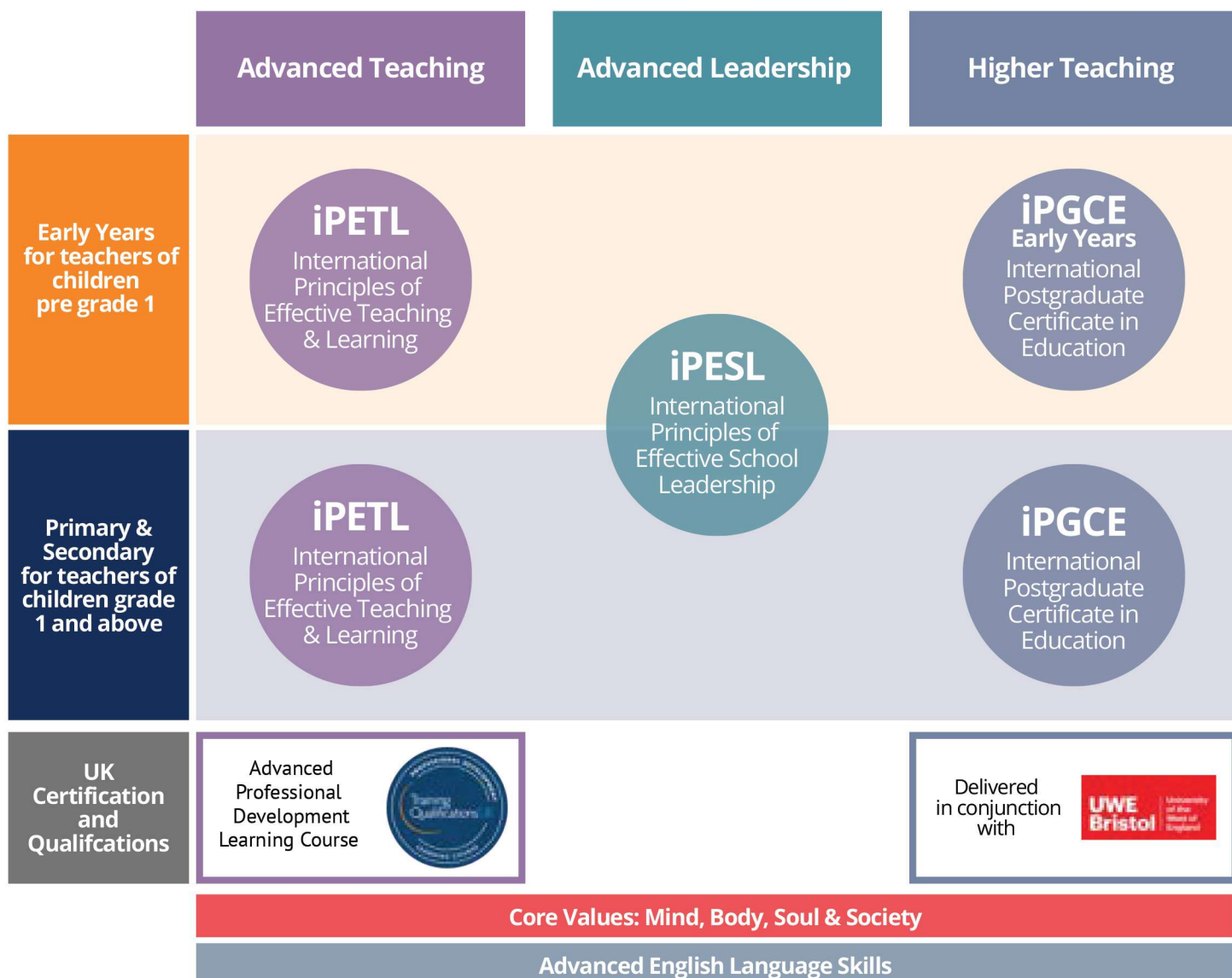
For schools seeking further academic progression, the International Postgraduate Certificate in Education (iPGCE) is available as an optional, internationally recognised qualification.

Offered in collaboration with the **University of the West of England (UWE)**, the iPGCE is available in two tailored versions: one for Early Years educators and one for those teaching in Primary or Secondary settings.

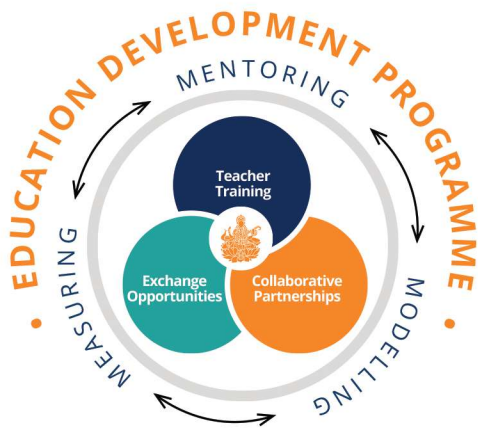
All participants benefit from mentoring, live modelling, and classroom-based assessment, ensuring that learning is embedded in everyday teaching.

The course also includes enrichment modules aligned with NEP 2024 priorities, covering core values - Mind, Body, Soul and Society, as well as advanced English language development.

To support school-wide improvement, a leadership programme equips leaders to guide teaching teams through this professional development process. Leaders are also encouraged to participate in an exchange programme to share best practices with peers in UK schools.







International Teacher Training & School Leadership Programme



<p>Advanced Teaching</p>	<p>The International Principals of Effective Teaching and Learning (iPETL) is a one-year professional development programme for international school teachers. It offers two streams: Early Years, for kindergarten and pre-school educators, and Primary & Secondary, for teachers working across school-age levels.</p>
<p>Advanced Leader</p>	<p>The International Principals of Effective School Leadership (iPESL) is designed for current and aspiring leaders in early years, primary, and secondary settings. It builds key skills in school improvement, team leadership, and teaching and learning, supporting progression into senior roles.</p>
<p>Higher Teaching</p>	<p>The International Postgraduate Certificate in Education (iPGCE) is an internationally recognised qualification that develops core teaching skills through academic study and reflective practice. It is available to educators working in early years, primary, or secondary education.</p>



iPETL: International Principles of Effective Teaching & Learning

Strengthening everyday teaching through reflection, research, and international insight.

The iPETL programme supports teachers in building confidence, improving classroom practice, and viewing their work through a broader lens. It blends practical development with international collaboration, helping your staff reflect, share ideas, and develop new approaches to improve their teaching.

Developed by Orange Moon Training in the UK, with input from educators in India and other countries, iPETL introduces the International Principles of Effective Teaching and Learning based on world-renowned 'Evidence Informed Practice'.

The programme is available for all teachers with courses tailored to suit their phase of education.

- For those teaching pre grade one - **iPETL – Early Years.**
- For those teaching Preparatory, Middle and Secondary years - **iPETL – Primary / Secondary.**

Course Duration:

12 months with enrolments available once a quarter.

Who it's for:

iPETL is for practising teachers who want to grow in confidence and take greater ownership of their development. It suits schools looking to invest in their staff and build reflective, consistent teaching teams.

The programme supports teachers at various stages of their career and gives them practical tools to engage all learners and improve everyday classroom practice.



The iPETL Early Years Programme includes:

- Developmental needs of young children
- Enabling environments
- Learning and development
- Literacy and maths development
- Planning and assessment
- International approaches to Early Years
- Action research

The iPETL Primary/Secondary Programme includes:

- Inclusive teaching
- Curriculum development
- Pedagogical strategies
- Creating Positive and supportive learning climates
- Collaboration and community building
- Assessment and feedback
- Inspiring enquiry and critical thinking
- Developing communication and motivation
- Use of technology in teaching practice
- Action research

Why schools choose iPETL:

iPETL equips educators with the conceptual knowledge and practical tools to meet the needs of all learners, ensuring academic success is possible for every student. It gives teachers the opportunity to learn from international models, without losing sight of what works in their own classrooms. It encourages reflection, discussion, and experimentation.

Because the course is delivered alongside a teacher's existing role, it fits naturally into the rhythm of the school year.

The programme is aligned with NEP 2020, NCF-FS, NCF-SE and ECCE goals. It was built in collaboration with Futura, a UK school trust, and Indian education partners. It is supported throughout by tutors and mentors.

What your school gains:

- Enhanced student outcomes
- Stronger professional practice based on evidence
- Professional development for teachers
- Positive school culture
- Alignment with policy and compliance
- Increased parental and community confidence
- Clearer thinking and more consistent teaching

Get in Touch

To learn more about the iPETL Programme contact Vidhya Vaibhav Samvardhanam Training today!

Email: ceo@vidyavaibhav.com & chairperson@vidyavaibhav.com

Call: +91 8217499328 & +91 9928916161



iPESL: International Principles of Effective School Leadership

For school leaders who want to build on their strengths and lead with greater insight and influence.

Leadership in schools is demanding. It requires clear thinking, steady judgement, and the ability to lead change and bring people with you.

The iPESL programme is designed to build on what you already do. The focus is on sharpening your approach, introducing new perspectives, and helping you lead with more confidence and clarity in your current role and in whatever comes next.

The course draws on international practice, including leadership models used in UK and global school systems. You'll look at how teams work, how improvement happens, and how to stay focused on what really matters in a school setting.

Course Duration:

12 months with enrolments available once a quarter.

Who it's for:

The iPESL Programme is aimed at those who are already leading, or who are starting to take on leadership roles within their school.

The programme is suitable for leaders across early years, primary and secondary settings and provides practical tools to support school improvement, manage teams effectively, and drive better outcomes for students and staff.



The iPESL Programme includes:

- Strategic visioning and organisational purpose
- Data driven decision making and accountability
- Leading school improvement
- Leading change and innovation
- Building and leading high performing teams
- Ethical leadership
- Navigating organisational politics and building influence
- Effective communication and public narrative

Why schools choose iPESL:

Strong leadership is one of the clearest indicators of school success. iPESL supports this by giving school leaders space to reflect, revisit core principles, and explore leadership ideas drawn from both research and international practice.

The course brings experienced educators together in a setting that encourages thoughtful exchange and practical application. Participants explore how leadership strategies can be effectively applied and how that learning can be adapted to suit their own teams and context.

What your school gains:

Leaders who are continuing to learn; can effectively improve academic outcomes through supporting teaching teams; enhanced change management skills; clear vision and direction and the tools needed to lead strategically across an organisation. Leaders will also be part of a collaborative international peer network.

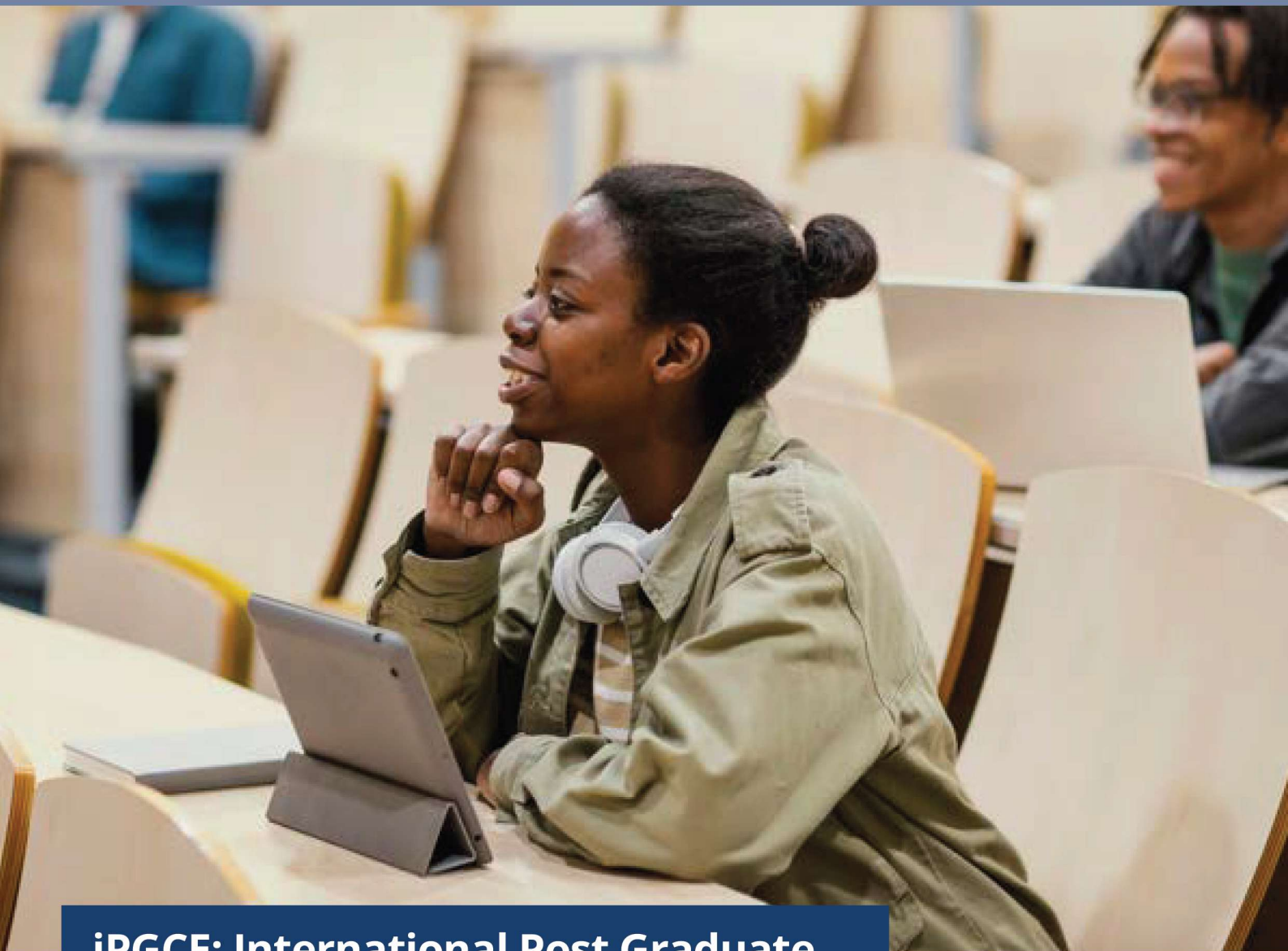
Leadership in education carries wider significance. It shapes not only how schools run, but how they are seen by staff, families, peers, and the wider community.

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iPGCE: International Post Graduate Certificate in Education

Build deeper expertise within your team with internationally benchmarked qualifications.

This qualification is designed for experienced teachers who already make a strong contribution to your school and who are ready to take their skills, thinking, and professional confidence to the next level.

The iPGCE is a higher international teaching qualification based on the UK system. It aligns with the standards used in English and international schools and is recognised by employers around the world.

The course supports deeper understanding of teaching, planning, and curriculum delivery, while giving your school access to the same development pathways used by leading international institutions.

For school leaders, this course offers a way to retain high-performing staff, raise teaching standards across your team, and demonstrate your commitment to quality and growth.

Course Duration:

Up to 18 months with enrolments available twice a year.

Who it's for:

The International Postgraduate Certificate in Education (iPGCE) is a globally recognised Level 7 teaching qualification designed to support teachers in developing effective classroom practice.

Available for early years, primary, and secondary educators, the iPGCE focuses on key areas such as pedagogy, curriculum planning, and reflective teaching.

Recognised by many international schools, the qualification helps educators strengthen their professional knowledge and supports career development in a wide range of educational settings.

What This Programme Delivers for Your Whole School

This programme goes beyond individual teacher development, creating opportunities for schools to grow through international collaboration, peer-to-peer learning, and structured professional development. Developed in partnership with leading UK schools and education specialists, it supports schools through every stage of improvement, from classroom teaching to leadership and long-term strategy.

Alongside world-class training, schools gain access to joint projects, staff and student exchange, and a wider professional network. This opens up real opportunities for growth, visibility, and international benchmarking.

Whether your priority is improving teaching quality, building internal capacity, or strengthening your school's reputation, this programme is designed with your goals in mind.



 <p>Improved teaching practice, supported by mentoring and modelling</p>	 <p>Increased teacher confidence, motivation and retention</p>	 <p>Clear development pathways for staff at every level</p>	 <p>Internationally accredited qualifications that build credibility & career progression</p>	 <p>Stronger leadership with practical support for succession planning</p>
 <p>Alignment with NEP 2024 expectations and classroom priorities</p>	 <p>Student progress through more reflective and consistent teaching</p>	 <p>Professional collaboration with experienced UK educators</p>	 <p>Stronger school reputation through partnership with UK educators</p>	 <p>Opportunities for cultural exchange and joint student projects</p>



Building Capability. Creating Opportunity

As part of the programme, selected teachers in your school can be trained as in-house mentors to support their colleagues using UK-based pedagogy. This strengthens your internal capacity and builds long-term professional development into your school's daily practice.

With your school's approval, these lead teachers may also be commissioned by Orange Moon to support delivery in other partner schools. This creates a valuable income opportunity for the teacher or for your school.



The program fostered professional growth and encouraged teachers to adopt global teaching techniques. Educators found the training practical, inspiring, and highly relevant to modern classroom needs. Overall, the program was a great success and positively impacted teaching at Gokuldharm International Campus.



Mr Milindbhai Patel
Director of Education
Gokuldharm International
Campus





Shaping the Future of Professional Development

Research and evaluation by leading academics from Nottingham Trent University

To ensure this programme delivers real impact and continues to evolve with the needs of schools, we are working with leading academics from Nottingham Trent University to carry out a formal, evidence-based research project.

The research will explore how professional development affects teacher confidence, classroom practice, and outcomes for students. It will also focus on how schools engage with international approaches to teaching and leadership, and the benefits of global collaboration.

Schools taking part in the programme will be invited to contribute to this research, and will benefit from access to the findings. This means you'll not only receive high-quality training, you'll be part of shaping how teacher development is delivered in the future.

End-point assessments will also be carried out jointly by Orange Moon and the Futura Learning Partnership schools' team, ensuring that every learner's progress is tracked carefully and fairly.

We're not just running a programme. We're listening, learning, and working with schools to make it stronger over time.

The project is led by two respected UK academics:

Professor Gill Richards

Emeritus Professor of Special Education, Equity and Inclusion

Professor Richards was a teacher for 21 years, working in mainstream and special education settings. During this time, she also worked as a part-time youth leader, a part-time lecturer at Lowdham Borstal and a part-time lecturer for the Open University. Prior to joining NTU, she was the Director of Education Subjects at the University of Wolverhampton.

An expert in teacher development, inclusion, and school-based research. Her work spans professional learning, intersectionality, and improving outcomes for disadvantaged learners.

Dr Gaye Tyler-Merrick

PhD in Education, experienced across early years, primary, secondary & higher education

Dr Tyler-Merrick's career has spanned the early years, primary, secondary and higher education sectors in New Zealand. She initially trained as a kindergarten teacher, then worked as a Resource Teacher: Learning and Behaviour in primary and secondary schools before becoming a lecturer and now a senior lecturer at Nottingham Trent University.

Her research interests include evidence-based practice in education (classroom management and teaching practices), parent/teacher partnerships, children's anti-social (and pro-social) developmental trajectory/children's social and emotional competence.



Meet the Experts Behind the Vision



In Memory of Panna Nagar (1957-2025).

With over 26 years of experience in education, including 16 years as a highly regarded headteacher, Panna brought a profound and lasting influence to Early Years education. She was accredited by HighScope, delivered training internationally, and served as a director with the Early Foundation Teaching School Alliance. As an Ofsted inspector and DfE National Leader of Education, she worked with schools across the country to support meaningful improvement.

In 2012, she founded a charitable school in Gujarat, fostering partnerships between schools in India and the UK, reflecting her deep commitment to education on a global scale.

Latterly, Panna served as Orange Moon Training's Director of International Training and Education, where her vision and values played a vital role in shaping this programme. She was tragically among those lost in the Air India Flight 171 disaster in June 2025. Her legacy continues to guide and inspire everything we do.



Renu Seth Education Specialist (Based in Ahmedabad), Orange Moon Training.

A seasoned educator with 25 years of experience, Renu has been a Principal & Director of a leading school in Gujarat & a School Ambassador for the British Council.

As an enabler in the education sector, she is committed to empowering teachers to excel and is passionate about transforming teaching practices.



Gary Schlick Chief Executive Officer, Futura Learning Partnership.

With 15 years' headship in two secondary schools and executive leadership in other schools and specialist settings, Gary has significant experience in school leadership and in raising achievement. As well as being Chief Executive of one of England's most dynamic and innovative schools trusts, he is also an active Ofsted inspector providing oversight of both primary and secondary schools.

He is a Trustee for a Multi-Academy Trust and Governor of an international School. Gary has been involved in training headteachers internationally including in Africa and the Middle East.



Tamara Dexter Education Director, Futura Learning Partnership.

Tamara has substantial experience of delivering strategic leadership that has resulted in demonstrable school and trust success. Her leadership has supported multiple schools in securing outstanding Ofsted outcomes and driving wider system change. She works with the Government Department for Education and leads the regional South West inclusion and SEND network. Tamara was also a Department of Education Lead for the EYFS Covid Recovery Programme.

Alongside her role as Education Director for Futura, she is a Visiting Fellow for Five Counties, delivering a range of National Leadership Programmes. In addition to this she is an Evidence Lead in Education for a research hub and is a Trustee for a large Trust in the South West. Tamara has worked for over 15 years with international schools, establishing school partnerships in multiple counties.

Orange Moon Training (UK) c/o Vidhya Vaibhav Samvardhanam
87-88, Vivek Vihar Colony, Off, Jawahar Lal Nehru Marg, near Vidhyashram School, Tonk Road, Jaipur, Rajasthan 302015
Call: +91 8217499328 & +91 9928916161
mail: ceo@vidyavaibhav.com & chairperson@vidyavaibhav.com