

St. Peter's C of E Primary & Nursery School



Continuing Professional Development Policy October 2022

Vision

At St Peter's C of E Primary & Nursery School, the growth and development of children and adults is central to everything we do. As a church school, we aim to serve and take care of our community by providing an education which inspires every child to be the best they can be. This is within a framework which is rooted in distinctive Christian beliefs and values whilst embracing diversity, respecting other faiths and worshipping together. We encourage an understanding of the meaning and significance of faith and promote Christian values through the experiences we offer to all our school community.

EQUALITY, DIVERSITY AND INCLUSION STATEMENTS

In fulfilling our legal obligations we will be guided by seven core statements:

Statement 1: All learners are of equal value.

Statement 2: We recognise, welcome and respect diversity.

Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.

Statement 4: We observe good equalities practice, including staff recruitment, retention and development.

Statement 5: We aim to reduce and remove existing inequalities and barriers.

Statement 6: We consult and involve widely

Statement 7: We strive to ensure that society will benefit.

1. **Introduction**

- 1.1 Our school values all the people who work within it. A programme of continuing professional development recognises and develops the contribution that all adults can make to school improvement. This policy provides the framework through which all staff and governors are supported and professionally developed.

2. **Entitlement**

- 2.1 All staff and governors in our school are entitled to professional development opportunities. These opportunities are linked to local and national priorities such as:

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- Those identified within our school improvement plan.
 - Appraisal as part of the Nottinghamshire County Council Appraisal policy.
 - DFE guidance for newly qualified teachers
 - Priorities identified in Internal Review of Governance and subsequent Governor training plan.
- 2.2 Our school ensures that all staff and governors have equality of opportunity without discrimination in seeking the highest level of personal achievement.
- 2.3 All staff working in our school, including parent helpers, work experience students, supply staff and teachers from external agencies are supported by a Staff Handbook. All teaching staff are entitled to an annual appraisal, through which professional development needs may be identified to support agreed targets for development. Similarly, support staff are entitled to an annual performance review.
- 2.4 The school recognises its responsibility to offer developmental opportunities for staff with leadership and curriculum expertise.
- 2.5 Newly qualified teachers (NQTs) are entitled to a specific programme of support and development. From September 1999, NQTs are entitled to a 90% teaching load, an induction tutor and identified written targets based on regular observations.
3. School Improvement Plan
- 3.1 The professional development of staff is linked to our school improvement plan. This is our action plan for improving the performance of our pupils. Funding for priorities within the plan will reflect the professional development needs linked to these priority areas. Funding for professional development is identified in the school budget.
4. Evaluation and Dissemination
- 4.1 All professional development activities are monitored for their impact on school performance. Governors may require written feedback and/or a presentation upon completion of the development work. This is done through the School Improvement Plan which is annotated and presented to Governors each term.
- 4.2 The Head Teacher records all professional development undertaken in and out of the school. The Head Teacher prepares a termly update for the head teacher's report to governors.

5. CPD Programme

5.1 The CPD programme offers staff a wide range of development opportunities:

- Review of job description
- Induction
- Appraisal
- Staff training days
- Joint staff and governor training sessions
- Paired reviews of children's work
- Paired lesson observations
- Membership of working groups
- Conferences and seminars
- Coaching and mentoring
- Membership of local and regional networks
- Membership of professional associations

6. Our appraisal model applies to all teachers and the head teacher in our school. The aim is to help us improve by agreeing and reviewing priorities within the context of the school improvement plan. The outcomes of Appraisal reviews help to set priorities for future planning and professional development. They also inform decisions about pay progressions.

Reviewed: October 2022

Review: October 2025

Reviewed by Staff: Y Reeson