

White Laith Primary School

STAFF DEVELOPMENT POLICY

Agreed by governors: November 2016

To be reviewed: November 2019

Safeguarding

At White Laith we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by or invited to deliver services at White Laith. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying.

We also exercise this responsibility by educating our children so that they grow in their understanding of their rights and responsibilities to themselves and others, in safety consciousness, and, in their maturity and abilities to keep themselves and others safe.

We perceive this to be part of our role in promoting British values

At White Laith Primary School we aim to treat everyone equally. We understand equality to mean treating everyone with equal dignity and worth valuing their particular characteristics such as their age, disability, gender, ethnicity, religion or belief, sexual orientation and socio-economic circumstances.

We further understand that people have different needs, situations and goals and therefore achieving equality requires the removal of discriminatory barriers that limit what people, especially children and young people can do and can be.

1. Rationale.

Staff development is the process of staff learning which aims to increase the effectiveness of all staff (teaching and non-teaching) as individuals and as team members. It is in keeping with the School's mission statement and is set in the context of the current Development Plan and the Performance Review and Staff Development Policy for teaching staff. It therefore enables staff to contribute to the School's vision and goals and to fulfil its guiding principles. The process should ensure mutual benefit for staff and pupils.

2. Purposes.

The staff development process will:

- Contribute to improving and developing the overall effectiveness of the school, raising pupil achievement and meeting the needs of pupils, parents and the wider community

- Ensure job satisfaction, personal achievement, and individual and team effort, thus providing for personal advancement within the school or outside it.
- Improve and develop teaching, management and other job related skills in the context of changing educational needs
- Improve and develop skills relevant to specific SEN, general learning difficulties, therapeutic work, individual and family work, and behaviour management skills.
- Ensure that all staff are valued and recognised as the Schools most important asset.

3. Guidelines

All staff development activity is planned in the context of the School's aims and values. Financial and other resources for staff development are allocated annually and apportioned in accordance with School priorities for strategic development and continuing professional development. Financial assistance for individual teachers studying for qualifications such as Masters is determined according to guidelines in the performance management policy. Staff are supported in determining their own development needs. The school will endeavour to assist in the meeting of those with priority given to requests which would result in the improvement of teaching and learning.

A record of all staff development is kept in the head teacher's office. Staff development is provided through a wide range of activities including internal and external courses. Staff are encouraged to share expertise in order to develop others and also to enhance their own skills. If one member of staff attends a course it would be expected that the knowledge and skills gained would be passed on to appropriate colleagues.

All staff development activity is monitored and evaluated to assess its contribution to school improvement and raising pupil achievement.

STAFF DEVELOPMENT POLICY. Annex A.

Criteria for the award of financial support for members of staff voluntarily undertaking additional qualifications.

White Laith Primary School is committed to the principle of life-long learning and therefore, within certain specified conditions, will look favourably on members of staff (teaching and non-teaching) who request financial support to assist them to undertake relevant courses. Such requests, made on an annual basis, will be considered by the Head teacher and a recommendation brought to the Finance Committee of the Board of Governors and hence to the full Board as to whether or not to offer financial support in accordance with the following conditions.

- That the head teacher is satisfied that the course or relevant sections of the course provide a benefit to the school and contribute towards the development of specific school responsibilities.
- That the award of financial support will be subject to a financial limit as determined by the board of Governors and revised annually.

- That when more requests are made than funds available within the total financial limit that awards are made according to the overall relevance of the qualification to the needs of the post of the applicant and the likely educational benefits to the school.
- In the case of two or more requests being ranked equally according to the criteria above, the funds will be distributed equally to the applicants
- That individuals applying for such financial support and who are granted it for one qualification will not be entitled to further support in respect of any further qualification.
- Requests for financial support should be submitted to the Head teacher in writing.