



Bailey Street Alternative Provision Academy

Staff Development Policy

Written: 1st February 2022

Updated: New Policy

Review Date: 1st February 2023

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This policy will be reviewed in full by the Governing Body on an annual basis. This policy was written on 1st February 2022 and ready to be agreed by the governing body. It is due for review on [1st February 2023].

Signature: Assessment Coordinator – Susan Phung

Date: 01/02/2022

New policy written to support the assessment and data processes of Bailey Street AP Academy September 2021.

Bailey Street Alternative Provision Academy is committed and passionate about supporting the growth and development of its staff. Our staff development programme is designed to motivate and encourage staff to take responsibility for their own continuous professional development as well as providing opportunities for staff to work collaboratively. Development opportunities improve standards and raise morale through professional fulfilment. All staff will have the opportunity to discuss professional needs through our performance appraisal programme as well as through line management channels. Auditing will be used to consider starting points for individual staff and to ensure that whole school staff development in conjunction with individual staff development requests are appropriate.

Staff development is regularly reviewed by SLT in light of the school development plan and is linked to the emerging needs of staff and the school. Staff voice will be utilised and considered in association with school development priorities to identify emerging needs. Our intent is to develop reflective, confident and progressive teachers resulting in improved experiences and outcomes for our learners.

Staff development opportunities:

New staff induction

A full-induction programme to ensure that staff are trained in school systems and are appropriately inducted into their curriculum areas.

Early Career Teacher induction

A full-induction programme with the support of an Induction tutor and a Subject mentor for two years.

Whole-school staff development

Bailey Street AP Academy will provide a calendared programme of internal staff development opportunities each academic year. Staff development will be centred around the school development plan and emerging needs identified through quality assurance and line management processes

External courses and individual staff development

Staff are encouraged to seek and apply for appropriate external personalised professional development opportunities. Where appropriate, staff will be asked to disseminate key outcomes with colleagues. It is anticipated that externally provided professional development will support in the delivery of whole school strategic objectives.

Performance appraisal:

- Performance appraisal target setting should involve conversations around individual professional development requirements for the year ahead. The collation of targets will in part, determine budgeting for staff development.
- Performance appraisal reviews should feature discussions around individual staff development and line managers are responsible for supporting staff in their professional development.

- SLT and curriculum leaders will undertake observations as part of the performance appraisal process, twice a year.

New staff induction: All new teaching staff at Bailey Street will participate in a full induction programme which seeks to balance appropriate school-specific training with the opportunity to meet staff and be welcomed into our school community. Support staff are provided with an appropriate induction by the line manager with responsibility for the appropriate area. All new staff receive appropriate safeguarding training and resources.

Early Career Teacher Induction:

All ECTs joining the school will undertake a two-year induction process in line with the Early Career Framework.. ECT's will have access to one hour of mentoring every two weeks with their subject mentor as well as support throughout the two-year process from the Induction tutor. The Induction tutor will take responsibility for ensuring that statutory assessments take place.