

# **STAFF DEVELOPMENT POLICY**

## **Introduction**

This Staff Development Policy is intended to ensure that each member of staff has the opportunity to reach in full their potential both for individual and corporate benefit.

## **Aims**

We aim to ensure that each member of staff:

- Has a negotiated job description with targets identified;
- Has the opportunity to develop skills in self-evaluation;
- Receives suitable and appropriate training in line with school policies;
- Has the opportunity to develop experience and change curriculum responsibilities as appropriate (teaching staff only).
- Has the opportunity to observe other colleagues' good professional practices;
- Has appropriate and comfortable working conditions;
- Has the opportunity to participate in the policy making of the school;
- Has the opportunity to lead groups to develop management skills;
- Has an entitlement to an agreed grievance procedure;
- Receives support as required;
- Takes part in the appraisal process at least twice annually;
- Has their salary reviewed annually and allowances are written down following the review;

## **Equal Opportunities**

All staff will receive equal entitlement, irrespective of race, gender, or creed.

## **Supervision Procedures**

Staff should feel free to discuss any issues, particularly those that concern the children's development or wellbeing. They should be aware that they have the opportunity to address issues as they arise and be helped to identify solutions. Personal coaching will be arranged if needed to help improve personal effectiveness.

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