

<b>Title</b>	Staff Training and Development
<b>Associated Policies</b>	<ul style="list-style-type: none"> <li>• Non-Teaching Staff Performance Management (TPO/STA/05)</li> <li>• Teaching Staff Performance Management (TPO/STA/17)</li> </ul>

REVIEWED: SEPTEMBER 2016

NEXT REVIEW: SEPTEMBER 2019

## 1. Policy Statement

- 1.1** The Academy is committed to providing all staff with opportunities for professional development which should contribute to the overall effectiveness of the Academy and should lead to a more capable competent and efficient workforce.
- 1.2** Training will be provided in response to a range of issues:
- To Academy priorities and in support of the Academy development plan
  - To individual department/faculty needs
  - To provide individual staff training and professional development relevant to individuals at different stages of their careers
  - To support the implementation of new initiatives either at Academy, Trust or national level
  - To ensure value for money
- 1.3** This Policy does not form part of any employee's contract of employment and is entirely non-contractual. It may be amended, withdrawn, suspended or departed from at the discretion of the Trust.

## 2. Who does this policy apply to?

- 2.1** This policy applies to all Academy staff.

## 3. Who is responsible for carrying out this policy?

- 3.1** The implementation of this policy will be monitored by the Senior Leadership Team and the governors of the Academy and will remain under constant review by Brooke Weston Trust.

## 4. What are the principles behind this policy?

- 4.1** The Academy recognises the importance of developing all staff and integrating individual and whole Academy training needs. Equally, individual training and development should provide staff with opportunities for career progression and enhancement.
- 4.2** The Academy is committed to developing staff, nurturing talent and providing professional development opportunities which build capacity for the future and ensure succession planning throughout the Academy and across the Trust.
- 4.3** The Academy will contribute to and participate in a range of professional development initiatives and opportunities offered by the Brooke Weston Teaching School Alliance.

## 5. Procedures

- 5.1** The Academy will provide an annual training programme which will reflect the needs and priorities of the Academy overall.
- 5.2** Individual professional development will be identified as a result of the performance management process.
- 5.3** Staff on ITT programmes will participate in Academy training where appropriate and will be supported individually by a mentor who will identify any further individual training needs.

- 5.4 The Academy will make staff aware of the range of training and development opportunities available to them.

## 6. Policy Review

- 6.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle.