



Reviewed September 2025

Scampton Church Of England Primary School

POLICY FOR CONTINUING PROFESSIONAL DEVELOPMENT

Rationale

The school recognises its responsibility to offer developmental opportunities for staff with leadership and curriculum expertise.

Aims & Objectives

Our school values all the people who work within it. Our agreed aims talk of offering a variety of relevant learning opportunities based on a broad and challenging curriculum which seeks to provide every child with the resources necessary for growth and development. If we are to achieve this aim, then all staff within our school have a part to play. 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 are supported and professionally developed.

Entitlement

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

- those identified within our school improvement plan;
- appraisal as part of the National Performance Management system (see Section 6);
- DfE guidance for newly qualified teachers;

Our school ensures that all staff and governors have equality of opportunity without discrimination in seeking the highest level of personal achievement.

Implementation

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 identified on the School development Plan are funded in accordance with identified priorities. Funding for professional development is identified in the School's Annual Budget.



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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.

All staff working in our school receive a planned induction, as outlined in our staff handbook. Parent helpers, work experience students, supply staff and teachers from external agencies have access to this booklet. All teaching staff are entitled to an annual appraisal, through which professional development needs may be identified to support negotiated targets for development. Similarly, support staff are entitled to an annual performance review when their job descriptions are reviewed.

All professional development activities are monitored informally by the Headteacher for their impact on school performance. The Headteacher reports recent professional development to Governors bi-termly in the Headteacher's report.

The five training days per year form part of the professional development programme, and a large proportion of the weekly staff meetings are given to professional development. All staff are invited to attend any staff meeting, in addition to the termly whole staff meetings.

Appraisal as part of performance management

The School has a performance management system which applies to all teachers and the Headteacher in our school (see Performance Management Policy). The aim is to help us improve by agreeing and reviewing priorities within the context of the school improvement plan. The outcomes of performance reviews help to set priorities for future planning and professional development.

Review

This policy will be reviewed on a regular basis in line with school priorities.