

All Saints' Trust (AST)

Staff Continuing Professional Development Strategy

Statement of intent

Providing opportunities for staff to develop is of central importance at the AST. We prioritise staff Continuing Professional Development (CPD) in order to maintain high morale, safeguard our pupils and staff, and ensure excellent outcomes for our students.

Rationale for effective staff development

The DfE has set out characteristics of effective professional development:

1. Professional development should have a focus on improving and evaluating pupil outcomes.
2. Professional development should be underpinned by robust evidence and expertise.
3. Professional development should include collaboration and expert challenge.
4. Professional development programmes should be sustained over time.

And all this is underpinned by, and requires that:

5. Professional development must be prioritised by school leadership.

Standard for teachers' professional development July 2016 DfE

Aims and objectives

1. Meet statutory requirements to provide safeguarding training to all staff:
 - a. To continue to provide annual safeguarding training for all staff.
 - b. To continue to provide frequent updates on safeguarding to all staff (including updates on priorities identified in Keeping Children Safe in Education e.g. child on child abuse).
2. Continue to provide effective staff development through in-house inset:
 - a. To provide effective whole-staff training sessions during twilight sessions that are linked to priorities in the AST.
 - b. To provide an annual joint Inset day for all colleagues who work for the AST.
 - c. To provide other CPD as required by each school.
3. To provide an effective induction programme for Early Career Teachers (ECTs)
4. Provide opportunities for staff to attend external courses.

Outcomes

1. Effective safeguarding of pupils and staff.
2. Improved pupil outcomes because of effective in-house training.
3. Dissemination of information from the CEO/Trust Board.

Practice and procedures

Each school within the Trust is responsible for developing its own CPD programme.

Signed

Chair of All Saints' Trust

Date:

Review Date: