



LLOYD WILLIAMSON
FOUNDATION

The

Lloyd Williamson

Schools Foundation

CPD Policy

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The Lloyd Williamson Schools are committed to supporting every employee to reach their potential and achieve their personal goals, which in turn will assist the organisation to achieve its objectives.

Aims of the Policy

“A Teacher must take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.”
(The Teachers’ Standards)

At LWS we believe that the opportunity to develop professionally and personally both improves standards and raises morale through personal and professional fulfilment and that this in turn assists recruitment and retention.

All staff are entitled to equal access to induction at the school and continuing professional development. All members of the school community will have opportunities through performance management, appraisal and through other mechanisms to discuss their professional development needs.

In order to maintain effective CPD we will undertake regular reviews of our CPD.

The emphasis of our CPD will be to improve the standards and quality of teaching and learning. CPD planning will be inextricably linked and integrated with the school’s improvement plan and will be based on a range of information:

- The needs of the school as identified through self-evaluation
- Issues identified through inspection and monitoring eg. OFSTED
- Performance Management e.g. moderation, lesson observation etc
- Feedback from staff, pupils and parents
- Career wish lists from staff and appraisal meetings
- Discussion at staff meetings of CPD that staff need / want

Provision of CPD

At LWS CPD provision will allow staff to develop skills and competencies progressively, with reference to Teachers Standards.

To ensure that there are effective links to school improvement and self evaluation, the CPD coordinators will ensure that CPD maintains a high profile throughout the academic year.

At LWS we are proud of the quality of teaching and learning and its impact on results, self esteem of the pupils and morale of the staff. We are committed to disseminating good, successful practice that supports and improves teaching and learning throughout the school. CPD processes will be designed to widen participation, maximise inclusion and minimise bureaucracy. The school will participate in initiatives and projects which can be shown to have a positive impact on staff development, represent good value for money and be accommodated within the financial and staffing constraints of the school.

At LWS we require all employed members of staff to participate in online training provided by EduCare:

The courses are (amongst others which are continually updated):

- ADHD Awareness
- A Guide to UK GDPR
- An Introduction to Child Sexual Exploitation
- An Introduction to GDPR
- Autism Awareness
- Child Neglect
- Child Protection in Education
- Child Protection in Sport and Active Leisure
- Dyslexia Awareness
- Equality and Diversity
- FGM Awareness
- Fire Safety in Education
- First Aid Essentials (in addition to other First Aid training)
- Food Hygiene and Safety
- Health and Safety in Education
- Mental Wellbeing of Children and Young People
- Preventing Bullying
- Safeguarding Young People
- Safer Recruitment in Education
- School Exclusions
- The Prevent Duty
- The SEND Code of Practice
- Use of Reasonable Force in Schools

We recognise the importance of face to face learning and refresher training. We hold regular In-house training as well as training from external agencies e.g:

- First Aid at work
- Paediatric First Aid
- KCSIE training
- Sexual Violence
- Bereavement (Winston's Wish)

- Mental Health First Aid
- Transactional Analysis Skills for Professional Development
- Fire warden training
- IGCSE subject specific training

Leadership and Management of CPD

The Senior Management Team shall be responsible for identifying the school's CPD needs and those of the staff working within it.

Planning for Effective CPD

CPD will be planned to balance use of resources with the aspirations and interests within staff. CPD opportunities will aim to meet the following criteria:

- Identified needs of the individual and the school
- Good practice that supports improved teaching and learning outcomes
- Respect inclusivity and diversity in all areas
- Training is provided by professionals with appropriate experience, expertise and skills
- Training will follow an agreed programme when dealing with emerging issues
- Training will make effective use of resources, particularly ICT
- Training will be provided in accommodation which is fit for purpose with appropriate equipment
- We will monitor the quality of provision through effective monitoring and evaluation systems including seeking out and acting on user feedback

The Range of CPD activities

In order to meet the needs of staff and to maximise the impact on teaching and learning within the school a range of approaches to CPD will be used. These CPD approaches will include, where appropriate:

- Attendance at a course or conference
- In-house training using the expertise available within the school, eg. team teaching, skills in classroom observation, sharing existing expertise
- School-based work through accessing an external consultant/adviser or relevant expert such as an advanced skills or lead teacher, model and demonstration lessons
- School visit to observe or participate in good and successful practice, eg. visit to a school or subject area with similar circumstances, a teaching school

- Online based learning from Educare
- Distance learning, eg. relevant resources, training videos, reflection, simulation
- Coaching and mentoring – receiving or acting in these roles, acting as or receiving the support of a critical friend, team building activity
- Partnerships, eg. with a colleague, group, subject, phase, activity or school-based; team meetings and activities such as joint planning, observation or standardisation, special project working group, involvement in Network or partnerships
- Creating an improved learning environment within the school

Recording and disseminating

Staff are responsible for disseminating relevant professional development to the school community. In order to ensure that there is equal access and involvement in CPD by all staff the CPD Co-ordinators will update records and staff files regularly about all training undertaken by the school community.

Assessing the impact of CPD

We will continually add to our CPD and take into account the needs of staff – this is an evolving process. We will consider the impact on:

- Pupil and school attainment
- Improved teaching and learning
- Increased pupil understanding and enthusiasm
- Increased staff confidence
- Increased evidence of reflective practice
- Recruitment, retention and career progression and promotion of staff

CPD Folder

This is updated by the Administration Team to keep a record of all CPD that takes place.

Updated September 2023

Next review due 2024

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Co-Principal