

## ***Duddon Saint Peter's CE School***



# **CPD Policy**

## **Continuing Professional Development**

Our school values all the people who work within it. Our aims statement talks of enabling our children to reach for the highest level of personal achievement. 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;
- priorities identified in the LA's Educational Development Plan (EDP).

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

All staff, governors, students and parent helpers working in our school receive a planned induction. All staff will have an annual appraisal in the autumn term, through which professional development needs may be identified to support negotiated targets for development.

The school recognises its responsibility to offer developmental opportunities for staff.

Newly qualified teachers (ECTs) are entitled to a specific programme of support and development. ECTs are entitled to a 10% reduction in their teaching load, in addition to their statutory 10% PPA entitlement, an induction tutor and identified written targets based on regular observations.

### **Supporting a range of CPD activities**

The school will support a wide portfolio of CPD approaches in an effort to match preferred learning styles of staff and governors. This is supported by the use of SCHOOT and GovernorHub training opportunities.

### **Strategic School Development Plan**

The professional development of staff is linked directly to our SSDP.

Date: *September 2024*

Date of review *Autumn 2026*