



STAFF DEVELOPMENT POLICY

School Details :	<p>The Island Project School DofE Registration Number : 334/6010 Company Registration Number : 5924196 Registered Charity Number : 1119034 Telephone Number : 01675 442588</p>
Designated Safeguarding Lead :	<p>Sarah Gallagher – School Principal Mobile : 07971 543 832 Email : s.gallagher@ipschool.co.uk</p>
Deputy Designated Safeguarding Lead :	<p>Nicole Sheehan – SLT (Head of School) mobile: 07971 543 755 email : n.sheehan@ipschool.co.uk Melanie Collett – SLT (Head of Further Education) Mobile : 07971 543 753 Email : m.collett@ipschool.co.uk Nial Al-Zanki – Head of Post 16 email : n.al-zanki@ipschool.co.uk telephone : 01675 466 682</p>
Designated Trustees For Child Protection:	<p>Jacqueline Walters-Hutton Email : jwaltershutton.trustee@ipschool.co.uk</p>
Senior Leadership Team :	<p>Sarah Gallagher – SLT (School Principal) Carol Howe – SLT (Curriculum Director) email : c.howe@ipschool.co.uk Paul Quigley – SLT (Commercial Director) email: p.quigley@ipschool.co.uk Nicole Sheehan – SLT (Head of School) Melanie Collett – SLT (Head of Further Education)</p>
Trustees :	<p>Gordon Booth gbooth.trustee@ipschool.co.uk Jacqueline Walters-Hutton Claire Browning cbrowning.trustee@ipschool.co.uk Lucy Doble ldoble.trustee@ipschool.co.uk</p>
Date Last Reviewed :	<p>Reviewed and reissued: 19th January 2017</p>
To be reviewed by :	<p>19th January 2020</p>

We are fully committed to developing people in order to meet our aims and objectives as well as recognising the well-being and self-worth of our staff. We recognise that staff who are valued are more likely to work for the overall good of the School. School includes staff at both sites.

The staff development procedures at The Island Project School are designed to:

- improve the quality of education for children by helping staff to realise their potential and to carry out their duties more effectively;
- help staff to recognise their achievements and help them to identify ways of maintaining high quality or enhancing their professional skills, performance and job satisfaction;
- assist in planning the ongoing training and professional development of staff individually and collectively;
- identify the potential of staff for career development, with the aim of helping them through in-house training and, where appropriate, through a change of duties;
- source and fund appropriate external qualifications where they meet the business aims of School;
- provide help to staff who wish to improve their performance, through appropriate guidance, counselling and training;
- enhance the overall management and development of the School.

Responsibilities

The School will, as far as is reasonably practicable, arrange for the appraisal of staff in the school through termly informal reviews with Unit Heads and annual appraisals.

All staff are required to take part in the performance management procedures determined by the School. Performance management will operate, and be seen to operate fairly and equitably for all staff.

The School refers to all staff employed by the Island Project, irrespective of geographical locations.

Where there is a business case, support professional registration including accreditation and CPD.

For all staff in-school training will be given through collaborative activity (e.g. planning and assessment, observation, peer evaluation, training and guidance from the Education Team, modelling interventions and input from other professional.