



The Warwick School

CPD statement

The Warwick School has a wholehearted commitment to promoting the professional qualities of all employees. We are proud of our continuing Investors In People Award as evidence of this.

Continuing Professional Development at The Warwick School is an entitlement of all staff (teaching, support staff and governors). One source of provision is through external courses, which staff apply for through the line management system. Equality of access is determined by fitness for purpose, cost effectiveness and equity for all.

The school's CPD provision will allow staff to develop skills and abilities progressively within recognised frameworks such as the DFES Teachers Standards Framework, NCSL Leadership Development Framework and competency descriptors for Teaching Assistants, non-teaching Pastoral Leaders, HLTA's, Bursars and so on.

CPD is also internally provided through the Training Forum. Here staff select 6 or more sessions to attend across the year from a weekly menu. Choices are both personal and relevant to departmental and whole school priorities. Recent examples include raising boys' achievement, behaviour management, challenging the gifted and talented, literacy, using the interactive whiteboard and analysing data.

In these ways staff are encouraged to take responsibility for their own professional development. They take ownership of it through effectively building links with their performance management objectives. This is how we link and integrate CPD planning with the school's improvement plan.

Through the school's rigorous monitoring system, areas of strength are identified as well as weakness and a programme of support is provided using a sliding scale of need from coaching to mentoring. The principle here is using our existing expertise to help raise the standard of the rest to the best through sharing good practice.