

## Our commitment to staff growth:

We understand that teaching is an ever-evolving profession, and it is imperative that schools invest in the continuing professional development of their teams. Our ongoing personal professional development model includes:

- All of our teaching term have 1:1 coaching throughout the academic year from the Headteacher
- Subject leader networks are in place in the Trust to draw on a wide pool of expertise, and staff are encouraged to network with other schools and organisations across the region
- Options are built in to mentor others, such as student teachers, and the funding accumulated from this is invested directly back into your CPD and classroom provision
- Termly opportunities are built in to co-teach with the Headteacher / SLT on request
- Additional release time is facilitated to visit colleagues' classrooms during the teaching day
- Opportunities are built in for progression within the school and across the Trust
- There is a genuinely supportive performance management framework with personalised targets and nurturing coaching
- The school maintains strong connections with other educational establishments including Leeds Trinity University and Leeds Beckett University
- There are opportunities to visit other schools in a range of Local Authorities
- The school has a commitment to funding NPQs and Apprenticeships going forward, with additional release time for teachers who undertake NPQs (70% of the teaching team will have completed / will be undertaking an NPQ by summer 2025) and for all staff completing additional training alongside their role(s)
- A staff library is maintained, where staff can borrow educational books to support with their own development
- A high challenge, high support, low threat culture is in place, underpinned by compassion and care, where teachers are encouraged to creatively explore their pedagogical freedom with expert support from across the Trust

We also encourage staff to 'challenge up' and to fight for what they believe is right. Everyone is entitled to a voice in the school's developmental journey, and we work hard to provide opportunities to do this in a supportive way. This includes staff meetings, forums, surveys and having an SLT who are present and who genuinely listen.