Procedure 6.9   Staff development and training needs

1   Staff development

Staff development is aimed at improvement to the quality of student learning and should therefore focus the continuous professional development of staff and improving or extending the ability of staff to undertake successfully, existing, new, extended or modified roles within the Academy.

The Academy continuous professional development framework offers and supports a range of activities which will:

- respond to the particular needs and priorities of the Academy as stated in its Strategic Plan

- support the Academy commitment to raising standards for students

- ensure the efficient and effective integration of new staff and those promoted internally into their roles within the Academy

- enable all staff to develop skills and expertise which are relevant to their individual needs and which can be incorporated into their practice

- respond to corporate or partner institution local and national targets, and reflect local community and national priorities and initiatives

- be consistent and complementary to all other Academy policies and procedures, particularly in relation to to equality and diversity (see Procedure 6.3) and Health and Safety (see Procedure 9.4)

- include clearly identified and systematic procedures for short, medium and long term evaluation consistent with the Academy's commitment to quality management

Staff development will be coordinated and monitored by the CEO / Principal and implemented in the following way:

- the identification of needs will be established through consultation with Heads of Department, Programme Managers, course and Academy reviews, team development plans and the Academy performance review process

- priorities will be identified with reference to the Strategic Plan and the key targets, mission statement and aims

- needs and priorities will be determined with reference to all staff groupings within the Academy and these will be incorporated into the Strategic Plan for staff development and area development plans.

2   Staff development priorities

The priorities for the Academy`s staff development are as follows:

- appropriate teaching qualifications

- appropriate training and ongoing development for administrative staff

- induction and mentoring

- continuous professional development commensurate with job roles

- all new staff will be assisted to achieve appropriate teaching qualifications

- all staff will have access to staff development and training which enhances an inclusive learning approach, including advice and guidance for learners, implementing a relevant and responsive curriculum, widening participation and awareness of value and ethics

- advanced practitioners will provide a mentoring service to all new teaching staff

- efficient and effective integration of new staff and those internally promoted into their role within the Academy