



**Eccleston C.E. Primary School**  
***"Let Your Light Shine" - Matthew 5:16***

**Continual Professional Development Policy**

(CPD)

Curriculum Committee

Reviewed: Autumn 2021

Approved by Curriculum Committee: Autumn 2021

Approved by Full Governing Board: Autumn 2021

Signed by Chair of Governors:

Review Date: Autumn 2024

## ECCLESTON C.E. PRIMARY SCHOOL

### Our Vision Statement

At Eccleston C of E Primary School we are united in our vision to prepare our children for life in the modern world.

We will do this by instilling a lifelong love of learning and embedding Christian values that reflect the example Jesus has set.

We strive for excellence in all we do, enabling all members of our school to flourish.

## **Continual Professional Development Policy ( CPD)**

### **Principles and Values**

Eccleston CE Primary School believes that all staff should be involved in a continuing process of improvement. Our school is committed to fostering a positive ethos of continuous learning. Continuing Professional Development (CPD) is the means by which a school is able to motivate and develop its staff community. This development takes place at a number of levels; individual, team, whole school and through wider networks. CPD supports and reflects the ethos, values and vision of the school.

Eccleston CE Primary School believes that a carefully planned programme of CPD improves standards, raises morale and assists with recruitment, retention and succession planning.

All those involved in our school community will have an entitlement to equality of access to high quality induction and continuing development.

We have effective measures in place to audit the professional and personal needs of staff and link to the appraisal system.

The focus of CPD will be on improving standards and the quality of teaching and learning. The school will ensure that mechanisms are in place to disseminate good and better practice in CPD that supports and improves teaching and learning.

CPD planning will run alongside our School Strategic Development Plan and be based upon priorities identified through self-evaluation.

## Planning for CPD

The school's arrangements for CPD need to balance the judicious use of resources with the range of aspirations and interests within staff. CPD opportunities will be rated more highly when they;

- Meet identified individual, school or national development priorities
- Help raise standards of pupils' achievements
- Respect cultural diversity
- Are based on current research and inspection evidence
- Provide value for money

## Ongoing CPD

Some CPD will be ongoing and updated regularly.

Safeguarding training for all staff will take place at least every two years, supplemented by regular safeguarding updates.

All staff will refresh their Basic Awareness Training every two years. The DSL and Deputy DSL will refresh their training at least every two years and attend LA updates regularly.

We also aim to ensure that all our staff are confident in their understanding of discriminatory behaviour in terms of race, gender, religion or sexuality.

We want all our staff to be able to understand and use LGBT+ terminology and vocabulary, including the correct use of pronouns and names for those who identify as trans.

All staff will be confident in challenging inappropriate use of vocabulary concerning sexual orientation, gender stereotypes, sexism and transphobia. All staff new to the school will receive such training and for all staff this training will be updated regularly.