

Pay & Conditions

- Pensions
- MyView
- SAS

Policies & Procedures

- Wellbeing policy
- Managing absence and sickness policy
- Staff code of conduct
- Pay policy
- Staff appraisals
- Performance management

Training & Skills

- 4 areas of need
- Safeguarding
- Medical
- Duality – Academic/SEND
- Coaching and mentoring
- Governors

Professional development

- Succession planning
- Home grown – TA
- Opportunities for progression
- Aspirational/Inspirational
- Coaching to challenge
- Dual ECT programme – online training and progress reviews against teacher standards

Appraisals & Performance Management

- Headteacher
- SLT
- Teachers
- TAs
- Admin
- Premises staff
- Linked to SDP
- Personal Development Target

Mayfield Web - Staff development



Wellbeing

- SAS
- Friday Focus
- Staff wellbeing Team
- Wellbeing days & Wellbeing week
- ½ termly quiz and prize draw
- SLT open door policy
- Support and supervision
- Workload development plan
- After school activities
- Individual acknowledgment – site specific
- Mental Health Support Team Programme

Information sharing

- Website
- Governors
- Outreach
- External Training
- Makaton
- Talk Boost
- Total Communication
- First Aid
- First Aid for mental health
- Team Teach
- Engagement Model
- Behaviour
- Disseminating CPD

Team meetings

- Whole School
- Departmental
- Class
- TA meetings
- Admin
- SLT – site and cross site
- Intervention Team

Leadership & Management

- SDP
- PM/Appraisals
- Local agenda
- Local context
- National Agenda
- Responsive to staff voice – collective and individual

Conflict resolution

- Mediation guidance policy
- Grievance Procedure policy
- Acceptable behaviour policy for staff
- Whistleblowing policy

Support systems

- Single Central Record
- SIMS
- CPD Lead
- Dedicated budget
- Cyclical training calendar
- SDP linked
- SEF
- TEAMS