

Professional Development for non-teaching staff

Since 2016 we have undertaken an annual external audit to evaluate our practice and learn how we can improve. We use a national body called the Teacher Development Trust to evaluate.

In June 2017, the audit awarded us Silver overall, a significant achievement within 2 years. The elements related to non-teaching staff are highlighted below:

- Disciplined risk-taking is strongly encouraged for all staff and a majority of staff innovate in their practice and evaluation and refine their ideas. (Gold)
- There is extensive collegiate support and collaboration that is valued by staff. (Gold)
- Staff feel that there is an attempt to involve all staff in the setting of organisational priorities and policies and a variety of staff contribute to delivering CPD. (Silver)
- Most staff feel they are supported to grow and develop in terms of career development. (Silver)
- Most general/admin support staff feel that there are sufficient CPD opportunities to meet their needs. (Silver)
- Most staff are working (or have worked) towards some sort of academic or professional accreditation.

Quotes from the audit

“Professional development is clearly fundamental to the vision and ethos of Falinge Park High School. Professional development and learning underpins so much of the school – it is highly valued by the Headteacher and has informed many of the changes over the last 2 years.”

Member of admin support *“It was noted that we didn’t always feel as valued. Now we are the backbone of the school, we feel more recognised and feel more important.”*