

# Teaching Staff – CPD Menu



Beginning Teachers	NQTs	QTS	Middle Leaders	Senior Leaders	All Staff
What's on offer?	What's on offer?	What's on offer?	What's on offer?	What's on offer?	What's on offer?
<ol style="list-style-type: none"> <li>1. Graduate Intern</li> <li>2. School Direct – QTS</li> <li>3. School Direct – PGCE</li> <li>4. PGCE University led</li> <li>5. Undergraduate</li> </ol>	<ol style="list-style-type: none"> <li>1. NQT Induction programme</li> </ol>	<ol style="list-style-type: none"> <li>1. SSAT lead practitioner</li> <li>2. Teaching leaders</li> <li>3. Small project lead</li> <li>4. Leadership coaching</li> <li>5. NPQML</li> </ol>	<ol style="list-style-type: none"> <li>1. SSAT lead practitioner</li> <li>2. Teaching leaders</li> <li>3. NPQML</li> <li>4. NPQSL</li> <li>5. Coaching and mentoring</li> <li>6. Extended SLT</li> <li>7. Safer Recruitment</li> </ol>	<ol style="list-style-type: none"> <li>1. NPQSL</li> <li>2. NPQH</li> <li>3. Ofsted Shadowing Programme</li> <li>4. Coaching and mentoring</li> <li>5. Safer Recruitment</li> <li>7. Data Protection</li> </ol>	<ol style="list-style-type: none"> <li>1. New Staff Induction</li> <li>2. Safeguarding</li> <li>3. Child Protection</li> <li>4. First Aid</li> <li>5. Team Teach – positive handling</li> <li>6. Peer coaching</li> <li>7. External CPD* incl. Coaching support</li> <li>8. Bursaries for professional development e.g. MAs and PhDs</li> </ol>
When can it happen?	When can it happen?	When can it happen?	When can it happen?	When can it happen?	When can it happen?
Applications Term 3 onwards for a Term 6 start in school or Term 1 start the following academic year	A tailored programme throughout the year	Following a performance management discussion/review  National programmes – local schedule needed to confirm start	Following a performance management discussion/review  National programmes – local schedule needed to confirm start  Good progress towards meeting appraisal targets should be considered	Following a performance management discussion/review  National programmes – local schedule needed to confirm start  Good progress towards meeting appraisal targets should be considered	Induction programme devised  Annual CP & Safeguarding in-house  Following a performance management discussion/review or as a result of Teaching, Learning & Assessment review

**\*According to research by the Teacher's Development Trust, "the most effective professional development lasts at least 2 terms– more usually a year (or longer)" The school's preference is for staff to engage in long term CPD, (but not exclusively) rather than a one day's external CPD.**

# Non-Teaching Staff – CPD Menu



Support Staff	Administrative Staff	Premises	All Non-Teaching Staff
What's on offer?	What's on offer?	What's on offer?	What's on offer?
<ol style="list-style-type: none"> <li>1. SEND Code of Practice</li> <li>2. SEND specialist knowledge e.g. Cerebral Palsy, Hearing Impairment</li> <li>3. Social Communications</li> <li>4. Child Neglect</li> <li>5. Preventing Bullying</li> <li>6. Attachment</li> </ol>	<ol style="list-style-type: none"> <li>1. Data Management system</li> <li>2. Risk Assessment in the Workplace</li> <li>3. School Exclusions</li> <li>4. Data Protection</li> <li>5. Equality &amp; Diversity</li> <li>6. Safer Recruitment</li> <li>7. Customer Care</li> </ol>	<ol style="list-style-type: none"> <li>1. Manual handling</li> <li>2. Working at Heights</li> <li>3. Risk Assessments</li> <li>4. Fire Awareness in the Workplace</li> <li>5. Slips, Trips and Falls</li> <li>6. CoSHH</li> <li>7. Fire Warden Training</li> <li>8. Legionella training</li> <li>9. Asbestos training</li> <li>10. PAT test</li> </ol>	<ol style="list-style-type: none"> <li>1. New Staff Induction</li> <li>2. Safeguarding</li> <li>3. Child Protection</li> <li>4. First Aid</li> <li>5. Team Teach – positive handling</li> <li>6. External CPD* incl. Coaching support</li> <li>7. Bursaries for professional development e.g. Diploma, QTS, PGCE</li> </ol>
When can it happen?	When can it happen?	When can it happen?	When can it happen?
Following a termly review with Line Manager or if key pupil demonstrates need for support	Following a termly review with Line Manager	Following a termly review with Line Manager or following incident on site	<p>Induction programme devised</p> <p>Annual CP &amp; Safeguarding in-house</p> <p>Following a termly review with Line Manager</p>