



**BUDMOUTH
ACADEMY WEYMOUTH**
AN ASPIRATIONS ACADEMY

Developing the careers of staff at Budmouth Academy

Budmouth Academy places a high emphasis on developing the careers of all of our employees.

We want the very best out of our staff and we use every potential opportunity to provide the very best training for all our staff.



Appraisal – Developing staff skills

The Aspirations Academies Trust is committed to effective performance management for all employees as a means to achieve our vision of creating a group of outstanding schools that radically improve our pupils' life chances. Staff Appraisal is recognised as a core component of effective performance management.

Our Appraisal process sets out the framework for a clear and consistent assessment of the overall performance of all Aspirations staff, also supporting their development within the context of the Aspirations' plan for improving educational provision and performance and the standards expected of staff.

The entire Appraisal Process is underpinned by high quality training and opportunities for professional development.



Our New Staff Induction Process

We invite all of our new staff to an induction day in the summer term, giving them a warm welcome, access to expert training in our systems and processes and quality time with their line managers.

- The induction process continues throughout the year with after school sessions focussed on our improvement plan priorities and delivered by our internal experts.
- We want to ensure that our new staff quickly become familiar with what we do and how we do it.



Apprenticeships at Budmouth Academy

An Aspirations led initiative for current staff is available which employs Government funding for staff to engage in a variety of Apprenticeship opportunities.

At present we have staff participating in a number of fully funded Apprenticeships such as:

- Children, Young People & Families Level 5
- Early Years Educator Level 3
- Learning & Skills Teacher Level 5
- Teaching Assistant Level 3
- Sports Coach Teaching Assistant Level 3



Working with other Academies within the Trust

To augment the 'working with and supporting other academies' criteria for the Lighthouse Expectations, last year Budmouth ran INSET and training for Recently Qualified Teachers and Early Careers Teachers from other Aspirations Academies.

We used Google Meet to connect with other Aspirations Academies, as Budmouth Lead Practitioners delivered the online training to trust RQTs and ECTs. This was a great opportunity for colleagues from these academies to share ideas on effective teaching and learning in the classroom and to reflect on their own pedagogy. We led the training and then created online breakout groups where colleagues could apply their new learning to their own practice and then feedback to the whole group. Participants were then able to participate in learning walks within their own academies where they could observe training theory put into action in the classroom and apply this to their own self improvement.

Online training provided by Budmouth Lead Practitioners included:

- Reflections on the return to school after Covid
- Special Educational Needs and English as Another Language
- Using praise/creating a positive learning atmosphere/powerful learning environment
- How do students learn?
- How to use assessment and feedback to greatest effect?
- How to support all pupils to succeed?

All teachers are also able to access bespoke training and coaching from internal Trust expertise across the academies according to individual need. Teachers across Academies also work together on the assessment and standardization of students' work, ensuring a thorough and accurate analysis of the quality of students' responses to exam questions and creating an environment where teachers share constructive feedback with other teachers on the accurate application of mark schemes and data thereby improving their own practice.

Middle and Senior Leaders from within the Trust can also promote their own professional development and learning by participating in cross trust monitoring and trust self improvement exercises.



Support Staff Training

School support staff are vital in helping children learn. Great teachers combined with great support staff equals students who excel.

We offer External CPD courses to ensure that staff are trained in compliance with their duties/roles as follows:

- E.g. Manual handling or COSHH - Control of Substances Hazardous to Health
- SMART Log and GDPR on line training for all staff – mandatory and staff in school to ensure this is completed for both new staff and any updates to ensure we remain compliant.
- First Aid for staff and any support staff who need this as part of their role
- Level 3 Safeguarding
- ELSA Supervision update training with the Dorset Council Educational Psychology team
- Wood machines training and DATA certification Health and Safety for Tech staff and technicians
- Designated Looked After Children training with Dorset Council
- Wellbeing for Education Return programme with Dorset Educational Psychology Service Asdan Training Webinar with Dorset Council
- SENSS training
- Internal CPD programme for Teaching Assistants
- Coaching is available to all via the whole school coaching programme