



**Mission Statement:**

The Sacred Heart is a Community committed to the education of its pupils in a Catholic Christian ethos, where each person is invited to serve God and others in faith, hope and love.

**Aims:**

- To foster spiritual growth in Christian faith and values
- To value, appreciate and enjoy learning.
- To work for excellence
- To further curiosity and creativity
- To aspire to high ideals
- To stimulate generous service of others

## **Staff Development Policy (INSET)**

The Staff are the school's greatest asset.

Regular **INSET** is an important part of the development of the Staff.

**Its aims are:**

- To develop the individual, giving increased job satisfaction, providing professional development and where appropriate career guidance.
- To develop the school, through linking training to the Schools Development Plan.
- To provide continuous professional training as arranged at Appraisals.
- To enthuse staff, give confidence, stimulate life-long learning and a greater understanding of their pupil's learning styles

**Process**

- Staff may ask to go on a course and fill in the appropriate form
- The needs for Inset should be discussed in Performance Management interviews
- The decision about whether they may go depends on the extent to which it relates to the school's priorities and finance.

**INSET is provided by:**

In house INSET - led by Senior Management Team  
led by staff, using their expertise  
led by outside speaker

**External INSET -** Exam board meetings  
Independent School Association courses  
Local authority courses  
Early Years Training  
Take advantage of free local training (invitation from other schools / Sainsbury Centre)

**Mandatory training for Safeguarding and First Aid will be provided biennially during INSET days.**

Those not attending may be required to train during their own time and at their own expense.

Mini bus training will be provided during school time for those who kindly volunteer to drive the minibuses.

**RESOURCES**

Resources are limited and so expenditure should be linked to the School Development Plan and Exam Board requirements

**PROVISION of INSET**

- All curriculum areas require INSET at some time.
- Inset needs are identified as result of curriculum review, Performance Management, School Development Plan, Inspection and so on.
- Inset needs have to be prioritised by the Headteacher or Deputy
- Needs of staff have to be considered as part of the overall School Development Plan and with finance in mind.

**STAFF DEVELOPMENT** is overseen by the Headteacher

**Monitoring/ Review:**

The Senior Management

