

Continuing Professional Development Policy



Overall

Beacon Education Partnership Ltd is committed to the continuing professional development of its entire staff, to enable them to make the highest possible contribution to the quality of the provision that we offer to learners. We will ensure that our policy for performance management is closely linked with this policy so that the important professional attributes, knowledge, skill and understanding of all members of our staff will be developed and improved both for the benefit of Beacon and the individual.

Objectives

1. To provide effective, strategic leadership and management of Continuing Professional Development and to have a plan for CPD that is funded and linked closely with Beacons short, medium and long term strategic goals.
2. To provide good opportunities for further training and development for all our staff in accordance with the needs that have been identified to improve their performance and to raise the quality of education.
3. To give access to appropriate training that is relevant and of a high standard.
4. To align our training programme to the appropriate National Occupational Standards teachers and trainers.
5. To ensure that, where appropriate, training leads to the achievement of further professional qualifications.
6. To link the CPD Plan to Beacons educational priorities.
7. To provide value for money by being clear about the impact of the training on the quality of education and by monitoring, evaluating and reviewing the outcomes.

Strategies

1. During the process of Performance Review each member of staff will have their continuing professional development needs identified.
2. The CPD Leader will agree and establish an appropriate programme of CPD for the staff.
3. Each member of staff will identify the intended outcomes of their programme. Its impact on standards, progress and quality will be monitored, evaluated and reviewed.
4. Continuing professional development may be linked to any area of Beacons work and will take account of national and local initiatives.
5. Continuing professional development can be provided in a wide range of different and appropriate ways, including onsite training, courses, mentoring and coaching. The five staff development days will make a significant contribution to the programme.

Outcomes

Continuing Professional Development will raise standards of achievement and progress by improving the professional performance of staff. It will increase their efficiency, build their self-confidence, make them feel valued and raise their professional aspirations. It will be relevant and it will increase motivation, enjoyment and professional commitment. It will be flexible and responsive to unexpected and unplanned needs. It will be cost-effective and provide good value for money.