



CPD Rationale

Intent

At Brookfield, all pupils have an Education Health and Care Plan for Social, Emotional and Mental Health needs. For this reason, our approach to CPD is holistic, ensuring staff are equipped to deal effectively with pupils social, emotional and mental health needs as well as their academic ones. We take pride in our commitment to CPD as we feel that investing in our staff bolsters morale and ensures our pupils have access to well trained, confident staff. As a small special school, staff may unavoidably have to teach outside their specialism. Whilst this is not ideal, subject specific training is provided and robust support offered. Staff have input into our CPD offer and are encouraged to pursue unlimited online courses and external training where possible.

Implementation

Whole staff CPD takes place weekly via our Skills Academy learning platform. Some courses are for all staff and others are specific dependent on roles and responsibilities within school. This is supplemented with face to face courses provided by exam boards, LA's and other providers. In addition, subject leads provide training and support for non-specialists. A skills audit is undertaken once a year to inform the CPD menu.

The table below is an illustration of the CPD undertaken by staff and is not intended as an exhaustive list.

Impact of approach

- **96% of staff feel Brookfield makes appropriate provision for their personal development (staff questionnaire 2019) up from 85% in 2018.**
- **Quote from QA visit by LA SIO- "Clear evidence of improvements in the quality of teaching and learning resulting from the AHT lead and it is evident that coaching and CPD has impacted significantly (For example; the use of ICT- Kahoot, Q and A good practice, rigorous work scrutiny). Expectations are very high.**

- 89% of pupils feel their lessons are fun and interesting.

CPD Menu 20/21

<u>Category</u>	<u>Specific individuals</u>	<u>LSA's</u>	<u>Teachers</u>	<u>SLT</u>	<u>Admin</u>	<u>Other-premises and food</u>
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COMPLIANCE	<ul style="list-style-type: none"> • Improving School Attendance Certification (AS) 	<ul style="list-style-type: none"> • Safeguarding level 2 • Child Sexual Exploitation Awareness Certification • The General Data Protection Regulation Certification or GDPR in The Workplace Certification • Modern Slavery Awareness Certification • Prevent Duty Certification • Equality, Diversity & Discrimination Awareness Certification • British Values Certification 	<ul style="list-style-type: none"> • Safeguarding level 2 • Child Sexual Exploitation Awareness Certification • The General Data Protection Regulation Certification or GDPR in The Workplace Certification • Modern Slavery Awareness Certification • Prevent Duty Certification • Equality, Diversity & Discrimination Awareness Certification • British Values Certification 	<ul style="list-style-type: none"> • Safeguarding level 2 • Child Sexual Exploitation Awareness Certification • The General Data Protection Regulation Certification or GDPR in The Workplace Certification • Modern Slavery Awareness Certification • Prevent Duty Certification • Equality, Diversity & Discrimination Awareness Certification • British Values Certification 	<ul style="list-style-type: none"> • Safeguarding level 2 • Child Sexual Exploitation Awareness Certification • The General Data Protection Regulation Certification or GDPR in The Workplace Certification • Data Protection in the Workplace Certification • Maintaining Employee Records Certification • Modern Slavery Awareness Certification • Prevent Duty Certification • Equality, Diversity & Discrimination Awareness Certification • British Values Certification 	<ul style="list-style-type: none"> • Safeguarding level 2
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<p><u>Pastoral/Safeguarding/Mental Health</u></p>	<ul style="list-style-type: none"> • Child Protection in Sport Certification (DL, DJC and KC • Counseling Certification <p>(pastoral leads and KG)</p> <ul style="list-style-type: none"> • Advanced Cognitive Behavioural Therapy (CBT) Certification-KG • Drug and Alcohol Addiction Awareness Certification (1 on each site-RC, KC • Child 	<ul style="list-style-type: none"> • Safeguarding Children on the Internet Certification • Anxiety Awareness Certification • Child Attachment Certification • Mental Wellbeing in Children and Young People Certification • Child Neglect Awareness Certification • Depression Awareness Certification • Bipolar Awareness Certification • Bullying in Schools Awareness and Prevention Certification • Promoting Positive Behaviour Certification 	<ul style="list-style-type: none"> • Safeguarding Children on the Internet Certification • Anxiety Awareness Certification • Child Attachment Certification • Mental Wellbeing in Children and Young People Certification • Child Neglect Awareness Certification • Depression Awareness Certification • Bipolar Awareness Certification • Bullying in Schools Awareness and Prevention Certification • Promoting Positive Behaviour Certification 	<ul style="list-style-type: none"> • Safeguarding Children on the Internet Certification • Anxiety Awareness Certification • Child Attachment Certification • Mental Wellbeing in Children and Young People Certification • Child Neglect Awareness Certification • Depression Awareness Certification • Bipolar Awareness Certification • Bullying in Schools Awareness and Prevention Certification • Promoting Positive Behaviour Certification 		
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<p><u>Teaching and Learning</u></p>	<ul style="list-style-type: none"> • Preparing for an Exam Certification (subject leads) • Basic English Certification-SPECIFIC LSA'S • Basic Maths Certification <p>SPECIFIC LSA'S</p>	<ul style="list-style-type: none"> • The Key Stages of the National Curriculum Certification • HLTA • MHFA 	<ul style="list-style-type: none"> • Subject specific CPD 			
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<p><u>Health and Safety</u></p>	<ul style="list-style-type: none"> • Safe Handling of Medicines Foundation Certification (staff responsible for administering medications) JH, JW, KB, JMC • Health and Safety in the Workplace (UK) Certification (at least 1 on each site) • COSHH Awareness Certification Science and Art teachers • Fire Marshal 	<ul style="list-style-type: none"> • Basic Fire Safety Awareness Certification • Display Screen Equipment 	<ul style="list-style-type: none"> • Basic Fire Safety Awareness Certification • Display Screen Equipment 	<ul style="list-style-type: none"> • Basic Fire Safety Awareness Certification • Display Screen Equipment 	<ul style="list-style-type: none"> • The Reception Workstation Certification (DH) • Basic Fire Safety Awareness Certification • Display Screen Equipment 	<ul style="list-style-type: none"> • Legionnaires' Disease Awareness Certification (AH/JR) • Step Ladder Safety Certification (JR/construction staff) <ul style="list-style-type: none"> • Lockdown training • Asbestos Awareness Certification (AH/JR) • Workplace Hygiene Certification
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<p><u>SEN</u></p>	<ul style="list-style-type: none"> • Speech Therapist Introduction Certification-EH • Learning Disabilities Awareness Certification EH 	<ul style="list-style-type: none"> • ADHD Awareness Certification • Asperger Syndrome Awareness Certification • Autism Awareness Certification (OU) • Learning Disabilities Awareness Certification • Dyslexia Awareness Certification 	<ul style="list-style-type: none"> • ADHD Awareness Certification • Asperger Syndrome Awareness Certification • Autism Awareness Certification (OU) • Dyslexia Awareness Certification 	<ul style="list-style-type: none"> • ADHD Awareness Certification • Asperger Syndrome Awareness Certification • Autism Awareness Certification (OU) • Dyslexia Awareness Certification 		
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<p><u>HR</u></p>	<ul style="list-style-type: none"> • <u>Absence Management Certification</u> (member of SLT) • <u>Dealing with Stress, Anxiety, Depression and Violence in the Workplace Certification</u> • <u>Dealing with HMRC in Relation to New Employees Certification</u> • <u>Defining HR Certification</u> • <u>Discipline and Grievance Certification</u> 	<ul style="list-style-type: none"> • <u>How to Handle Criticism at Work Certification</u> • <u>How to Improve Your Mental Health Certification</u> • <u>Emotional Intelligence Certification</u> • <u>Mindfulness Certification</u> • <u>Stress Management In the Workplace Certification</u> 	<ul style="list-style-type: none"> • <u>How to Handle Criticism at Work Certification</u> • <u>How to Improve Your Mental Health Certification</u> • <u>Emotional Intelligence Certification</u> • <u>Mindfulness Certification</u> • <u>Stress Management In the Workplace Certification</u> 	<ul style="list-style-type: none"> • <u>How to Handle Criticism at Work Certification</u> • <u>How to Improve Your Mental Health Certification</u> • <u>Emotional Intelligence Certification</u> • <u>Mindfulness Certification</u> • <u>Stress Management In the Workplace Certification</u> (all) 	<ul style="list-style-type: none"> • <u>How to Handle Criticism at Work Certification</u> • <u>Emotional Intelligence Certification</u> • <u>Mindfulness Certification</u> • <u>Stress Management In the Workplace Certification</u> 	
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<p><u>Other</u></p>	<ul style="list-style-type: none"> • Digital Marketing Certification Level 2 • Introduction to Reptile Care Certification • The Complete Microsoft Office Certification • Garden Design and Maintenance Diploma -RC • Admin, PA and Secretarial Certification • Art Therapy Certification HS/ACA • Play Therapy 			<ul style="list-style-type: none"> • Strategic Planning/ Mission Statement Certification(SLT/middle leaders) • Inspirational Leadership Certification • Mentoring and Coaching Skills Certification • Tackling Sensitive Workplace Conversations Certification • Win-Win Negotiations for Conflict Resolution Certification • Managing People Certification • Handling Conflict in High-Value Relationships Certification 	<ul style="list-style-type: none"> • Office and Reception Management Certification • Organisational Skills for Administrators Certification 	
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Impact of approach