



Staff Development

Last approved: August 2025

Approved by: Quality Committee

Next review due: August 2027

Safeguarding Statement

BN1 Arts is a post-16 specialist provider, specialising in Music and the Creative and Performing Arts. All staff, volunteers, and partners are committed to safeguarding the welfare of every person within BN1 Arts. Our mission is to help young people engage and achieve within a safe and inclusive environment.

Introduction

As a post-16 education provider, BN1 Arts recognises the many benefits of Continuing Professional Development (CPD) and the impact this can have on both students and staff. Our overall aim is to improve teaching and learning across the college by implementing a strategic CPD plan that leads to enhanced knowledge, skills, and pedagogical practices, ultimately benefiting student learning, staff morale, and motivation. Staff who feel supported and valued are more likely to be engaged and motivated in their work, which leads to enhanced staff retention and ultimately improved school performance.

BN1 Arts recognises the evolving industries that the college prepares students for and is aware of the importance of a dynamic and adaptable approach to staff development. By implementing a comprehensive staff development policy, BN1 Arts aims to create a culture of continuous improvement and ensure that its staff are well-equipped to meet the challenges and opportunities that are present in creative education.

Aims

- Enhance the personal and professional resources of staff.
- Increase the school's capacity for effective working.
- Improve the quality of learning and teaching.
- Support staff wellbeing and job satisfaction.
- Ensure staff are equipped to meet the demands of their roles.
- Enable staff to adapt to changes in legislation, technology, and working practices.

Needs Identification:

BN1 Arts will endeavor to identify individual and collective staff development needs through various mechanisms, including performance management, self-evaluation, class observations, and school development plans.

Training and Development Activities:

Provide a range of formal and informal learning opportunities, such as workshops, courses, mentoring, coaching, and on-the-job training. Tailor training to address specific needs, compliance, and priorities identified through the needs assessment and ensure that training is relevant to the staff member's role, the needs of the students, and the overall college vision.

Embed specific training to address compliance requirements and responsibilities to both students and staff through a rigorous onboarding process and the annual updating of specific courses to ensure staff have the relevant training required for post-16 education.

Implementation:

- Integrate CPD planning into the school's quality and development plan.
- Embedded annual compliance training specific to each role in the college including;
 - Mental Health First Aid
 - Keeping Children Safe in Education
 - Fire Safety Training Safer
 - Recruitment in Education
 - Mental Health Awareness
 - Diversity, Equity, and Inclusion (DEI)
 - CPOMs Training (DSL)
 - Emergency First Aid at Work
- Allocate appropriate resources to support staff development initiatives.
- Provide a supportive and encouraging environment for all staff to learn and grow.

Evaluation and Improvement:

Evaluate the impact of staff development activities on staff performance and student outcomes. Gather feedback from staff on the effectiveness of the training and development opportunities to enhance the staff development programme by utilising evaluation data to inform future planning and improve the quality of CPD provision.