



## Staff Development Policy

Last approved: February 2026

Approved by: Academic and Quality Committee

Next review due: August 2026

# Safeguarding Statement

BN1 Arts is a post-16 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. Safeguarding training and responsibilities form a core component of staff development and align directly with the ETF Professional Standards relating to professional values, learner wellbeing, and safe learning environments.

## 1. Introduction

As a post-16 education provider, BN1 Arts recognises the many benefits of Continuing Professional Development (CPD) and the positive 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 improved college 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 present in creative education.

BN1 Arts takes an evidence-informed approach to the ongoing improvement of teaching and learning, ensuring that practice is aligned with the best available research evidence.

## 2. Aims

BN1 Arts commits to:

- Enhance the personal and professional resources of staff.
- Increase the college'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, AI development, and working practices.

### 3. ETF Professional Standards Embedded Within BN1 Arts Staff Development

#### Professional Values and Attributes

- Engage in reflective practice and evaluate the impact of their work.
- Promote equality, value diversity and champion inclusion.
- Model professionalism, integrity and ethical behaviour.
- Inspire ambition, creativity and high expectations in learners.

These values underpin all CPD planning, induction, and performance review processes.

#### Professional Knowledge and Understanding

- Strong subject and industry knowledge relevant to creative and performing arts.
- Understanding of pedagogy, learning theory and curriculum design.
- Knowledge of assessment principles and awarding-body requirements.
- Understanding of SEND, accessibility and inclusive practice.
- Digital literacy, including creative technologies and AI-enhanced learning tools.
- Knowledge of safeguarding, Prevent and learner wellbeing.

This domain informs the structure of BN1 Arts' annual CPD calendar and mandatory training.

#### Professional Skills

- Plan, deliver and assess high-quality, inclusive learning.
- Create safe, supportive and engaging learning environments.
- Use evidence, data and feedback to inform practice.
- Collaborate effectively across teams and with external partners.
- Engage in purposeful CPD and apply learning to improve outcomes.

These skills are embedded in lesson observations, coaching, mentoring and quality assurance processes.

## 4. Needs Identification

BN1 Arts will identify individual and collective staff development needs through:

- Performance management and PDR processes
- Self-evaluation and reflective practice
- Lesson observations and learning walks
- Curriculum reviews and college development plans

## 5. Training and Development Activities

BN1 Arts will provide a range of formal and informal learning opportunities, including:

- Workshops, courses and seminars
- Mentoring and coaching
- Peer observation and collaborative practice
- Industry engagement and professional updating
- On-the-job training and action research

Training will be tailored to:

- Individual staff needs
- Compliance requirements
- Curriculum priorities
- The overall college vision

BN1 Arts will embed specific training to address compliance requirements through a rigorous onboarding process and annual updates, ensuring staff have the training required for post-16 education.

## 6. Implementation

BN1 Arts will:

- Integrate CPD planning into the college's quality and development plan.
- Allocate appropriate resources to support staff development initiatives.
- Provide a supportive and encouraging environment for all staff to learn and grow.
- Provide embedded annual compliance training specific to each role, 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

## 7. Evaluation, Improvement and Review

BN1 Arts will evaluate the impact of staff development activities on both staff performance and student outcomes, ensuring that professional learning leads to meaningful improvements in practice. Feedback will be gathered from staff to assess the effectiveness and relevance of training and development opportunities, and this evaluation data will be used to inform future planning and enhance the quality, coherence and impact of the college's CPD provision. In addition, this policy will be reviewed annually to ensure continued alignment with ETF Professional Standards, Ofsted requirements, legislative changes, college strategic priorities, and feedback from both staff and students

This policy is aligned with the Education & Training Foundation (ETF) Professional Standards, which provide the national framework for professional values, knowledge and skills across the FE and Skills sector.