

**'Trinity is a catholic learning community devoted to the common good.'**



**INTEGRITY**

Our teaching and learning policy identifies the barriers to learning for all in our community. Through our core values of aspiration, respect and resilience we are devoted to removing these barriers and promoting the 'common good'

**Aspiration**

**We are devoted to removing barriers to learning by promoting aspiration in the following ways:-**

- Promoting a culture of academic reading through a regularly updated CPD library.
- Opportunities for all staff to contribute to the CPD programme via the programme of 15 minute forums, termly teaching and learning newsletter etc.
- A programme of professional learning visits to other schools.
- Shadow members of staff with specific responsibilities.
- A programme of action research projects.
- Access to the latest academic research and thinking.
- Advocating membership of professional organisations.
- Opportunities to develop links with Higher Education providers e.g. U.C.L.
- Opportunities to attend leadership training sessions via Leadership Matters and NPQ qualifications.
- A clear succession planning process.

**Respect**

**We are devoted to removing barriers to learning by promoting respect in the following ways:-**

- A dedicated space for staff development, 'Teaching and Learning Hub.'
- An inclusive and diverse CPD programme through which the needs and voices of all are addressed.
- Membership of subject specific networks and organisations.
- A programme of enquiry questions which focus on specific personal and subject development priorities.
- Promotion of subject specific CPD.
- Weekly staff briefing with a focus on teaching and learning. All staff are encouraged to participate and contribute.
- Flexible approach to CPD, be-spoke element to the MER cycle, on-line courses, menu of non-compulsory sessions.
- Opportunities for peer learning conversations
- Increased directed time for subject departments to develop a shared, consistent curriculum and pedagogy that respects the needs of their subject.

**Resilience**

**We are devoted to removing the barriers to learning by promoting resilience in the following ways:-**

- Promoting staff well-being and reducing workload.
- Valuing the integrity of individual subjects. Subject specialists are the experts in the best way to organise and deliver their curriculum. A shared and consistent approach at subject level reduces work load.
- Opportunities to receive career level or subject specific coaching/mentoring.
- 'Feedback not marking', more student green pen, less teacher 'purple pen.'
- Three annual calendared well-being weeks and additional well-being activities at pinch points during the year.
- Wonderful Wednesday- peer nominated rewards for staff.
- Promotion of support networks e.g. Education support.
- Non-judgemental 'learning conversations' provide opportunities to share best practice and seek additional support