



STAFF APPRAISAL POLICY

Issue No 25

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Purpose

This policy sets out the framework for a clear and consistent assessment of the overall performance of all staff and for supporting their development needs within the context of the School's Development Plan and their own professional needs. Where staff are eligible for pay progression, the assessment of performance throughout the cycle against the performance criteria specified in the statement will be the basis on which the recommendation is made by the reviewer to the Pay Review Committee. The performance management process is an integral part of the school self-evaluation cycle and the wider school improvement process. The Headteacher will ensure there is close alignment with the school development priorities and plans and those of the reviewee's objectives including the reviewee's professional aspirations, where appropriate.

Aims

This policy applies to all staff employed by the school except staff on contracts of less than one term, those undergoing induction (i.e. NQTs) and those who are the subject of capability procedures. The Governing Body is committed to ensuring consistency of treatment and fairness in the operation of performance management. To ensure this the Headteacher will be the reviewer for all staff. Named governors will be appointed each year to be the reviewer for the Headteacher.

Scott Lower School has adopted the LA Teacher Appraisal and Pay Policy September 2013 (Appendix A)

Equal Opportunities

Scott Lower School is committed to working towards equality of opportunity for all children regardless of age, ability, gender, race and social circumstances. All pupils are of equal value and have the same right to take part in the varied activities and opportunities wherever possible. All opportunities for learning should be offered in a way which allows all children access and the ability to progress at their stage of understanding.

Disability Discrimination Act

Scott Lower School is committed to having due regard to the following

The Disability Discrimination Act 1995 has been amended by the Disability Discrimination Act 2005 so that it now places a duty on all public authorities, including schools, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons
- Eliminate discrimination that is unlawful under the Act
- Eliminate harassment of disabled persons that is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons in public life
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.