



People - Improvement guides Having their capabilities extended

A school is good to the extent that...

Pupils have a general idea of their preferred ways of learning. They talk about these with staff who adapt the learning process to assist them.

Staff demonstrate that they value young people's learning through the use of high quality materials and delivery of high quality learning experiences.

The skills and confidence of newly-appointed staff are developed through well-planned programmes of induction.

Staff have clearly defined and sustainable remits.

Staff have access to senior managers to discuss professional and, if appropriate, personal concerns.

A school is excellent to the extent that...

Pupils are enabled to develop their skills and capabilities as learners. They understand the different ways in which people learn, including themselves, and are encouraged to extend their range of learning styles. As appropriate to their age and stage, they take notes, carry out research and revise, consolidate and apply their learning within and across curriculum areas.

Young people are valued as active partners in their learning. Staff encourage them to plan and contribute to the development of their own learning experiences. Staff place high importance on their personal and professional responsibility for the learning of all young people, including those with additional support needs and more able. Learners recognise and value the role of staff as partners in their learning.

Induction takes place within an effective and systematic approach to mentoring and development which aims to develop all staff as successful learners, confident individuals, responsible citizens and effective contributors.

Staff remits are kept under regular review and agreed adjustments are made to improve individual and school effectiveness and to maintain job satisfaction and motivation.

Leaders know their staff and pupils and their individual circumstances well and set time aside to provide professional and personal support.