



Professional Standards for Teaching, Leadership and Assisting Teaching Policy



	Signed	Date
Acting Headteacher	<i>L. Sullivan</i>	22.09.25
Chair of Governors	<i>L. M. Davies</i>	22.09.25

Date of Review: Autumn 2028 (unless otherwise necessary)



1. Introduction

This policy sets out the expectations for teachers, leaders, and teaching assistants in our school, in line with the Professional Standards for Teaching and Leadership (2017) and the Professional Standards for Assisting Teaching (2022) in Wales. These standards provide a framework for professional growth, ensuring that all staff contribute to high-quality learning experiences and positive outcomes for our pupils.

2. Purpose

The purpose of this policy is to uphold and promote professional excellence in teaching, leadership, and support roles. It ensures that all staff understand their responsibilities and commitments to continuous professional development, collaboration, and the highest levels of integrity in their roles. The professional standards are embedded within the school's performance management process, ensuring that staff development is directly linked to the improvement of teaching and learning.

3. Professional Standards for Teaching

All teachers in our school are expected to demonstrate the five key professional standards:

- Pedagogy: Delivering high-quality, inclusive, and engaging teaching that meets the needs of all learners.
- Collaboration: Working effectively with colleagues, parents, and external agencies to support pupil development.
- Leadership: Taking responsibility for personal and professional growth, as well as contributing to the wider school community.
- Innovation: Reflecting on and improving teaching practices through research and professional learning.
- Professional Learning teaching skills and pupil outcomes.

The application of these standards will be assessed through the performance management process, with objectives set to support professional growth and school improvement.

These standards can be found here: [Professional standards for teaching and leadership](#)

4. Professional Standards for Leadership

Leaders in our school, including headteachers and senior staff, are expected to:

- Create a vision for learning that inspires and motivates staff and pupils.
- Promote ethical and inclusive leadership, ensuring fairness and respect for all.
- Develop strategic plans that drive school improvement and enhance teaching and learning.
- Support staff development through mentoring, coaching, and professional learning opportunities.
- Foster a culture of collaboration, engaging with parents, governors, and the wider community.

Leadership performance will be evaluated as part of the school's performance management framework, ensuring that leadership development aligns with whole-school priorities.

These standards can be found here: [Professional standards for teaching and leadership](#)



5. Professional Standards for Teaching Assistants

Teaching assistants play a vital role in supporting teaching and learning. Their professional standards focus on:

- Professional Values and Attributes: Demonstrating respect, integrity, and commitment to the well-being of pupils.
- Professional Knowledge and Understanding: Applying knowledge of child development, learning strategies, and inclusive practices.
- Professional Skills: Supporting teachers in delivering effective lessons, assisting with behaviour management, and helping pupils achieve their potential.

Performance management discussions will assess the application of these standards, ensuring that teaching assistants receive the necessary training and support to enhance their contribution to pupil learning.

These standards can be found here: [Professional standards for assisting teaching](#)

6. Commitment to Performance Management and Professional Learning

All staff are expected to engage in continuous professional development (CPD). This includes participating in training, reflecting on their practice, and staying informed about new educational policies and research. Performance management is an integral part of this process, with annual reviews and objective professional development aligns with both individual and school priorities.

Performance reviews will include:

- Reflection on achievements and areas for development.
- Setting clear, measurable objectives linked to professional standards.
- Identifying professional learning needs and opportunities.
- Reviewing progress against targets throughout the year.
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By embedding the professional standards within performance management, the school ensures that all staff receive the necessary support and guidance to progress in their careers while maintaining the highest standards of education.

7. Monitoring and Review

This policy will be reviewed annually to ensure it aligns with Welsh Government guidelines and the needs of the school community. Performance management outcomes will inform school improvement planning and future CPD opportunities. Staff performance will be monitored through appraisals, lesson observations, and professional discussions to support ongoing growth and improvement.

8. Conclusion

By adhering to these professional standards and linking them to performance management, we will create a school environment that fosters excellence, collaboration, and positive learning experiences for all pupils. This policy ensures that professional development is not only encouraged but also systematically supported through structured performance management processes.