



## **Introduction**

Personal development at St Gerard's Catholic Primary and Nursery School is central to improving teaching quality, leadership capacity, and pupil outcomes. Our approach is informed by OFSTED's focus on staff development, curriculum delivery, and fostering a positive school culture. This document outlines our commitment to continuous professional learning, enrichment opportunities, and collaborative practises.

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## **Staff Development and Training**

### **Continuous Professional Development (CPD):**

We provide targeted CPD aligned with school priorities and individual staff needs, focusing on enhancing teaching pedagogy, curriculum knowledge, and assessment strategies. This is supported through internal training sessions, external courses, and collaborative learning communities.

### **Subject-Specific Training:**

Staff participate in subject deep-dive training, particularly in core areas such as English, to align with OFSTED's framework for curriculum quality and assessment. This ensures consistency in high expectations and effective teaching practises.

### **Leadership Development:**

Emerging and established leaders engage in leadership training to strengthen school management, strategic planning, and inclusive practises, fostering a culture of accountability and continuous improvement.

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## **Enrichment through Educational Visits and Visitors**

Educational visits and visitors form a key part of our personnel development strategy by:

### **Enhancing Curriculum Delivery:**

Visits and workshops provide real-world contexts and deepen subject knowledge, enabling staff to enrich their teaching and engage pupils more effectively.

### **Professional Engagement:**

Opportunities to collaborate with external providers and specialists support staff in broadening their pedagogical approaches and integrating cross-curricular themes.

## **Planned Educational Visits and Visitors 2025-2026**

## ***St Gerard's Catholic Primary and Nursery School Personal Development 2026***

### **Whole School:**

- Online Safety Training Workshops (Sept 2025)
- PSHE Workshops (Nov 2025)
- Vision & Hearing Screening (Nov 2025)
- Drama for Kids Workshops (Jan 2026)
- Poetry Buzz – Paul Delaney (Jan 2026)
- Various sports competitions and festivals throughout the year

### **Early Years:**

- Trentham Monkey Forest Visit (Apr 2025)
- Creative Builders Lego Workshops (Oct 2025, Jun 2026)
- Dental Presentation (Nov 2025)

### **Key Stage 1 and Key Stage 2:**

- Historical and scientific workshops and residential trips such as Lake District (May 2025), Edinburgh (May 2026), and York (Dec 2025)
- Specialist workshops including STEM, Viking, Judaism, and Anglo Saxon history

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## **Impact and Monitoring**

### **Evaluation of Staff Development:**

The impact of CPD and enrichment activities is regularly reviewed through lesson observations, pupil progress data, and feedback from staff and pupils.

### **Supporting Disadvantaged and SEND Pupils:**

Training includes strategies for differentiation and inclusion to meet the diverse needs of our school community, ensuring equitable access to learning.

### **Collaborative Reflection:**

Staff engage in reflective practice and professional dialogue to embed learning and adapt teaching approaches accordingly.

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## **Conclusion**

Our personnel development strategy is designed to build staff capacity, enrich the curriculum, and improve pupil outcomes in line with OFSTED's inspection framework. The integration of educational visits and visitors supports both staff and pupil development, fostering a vibrant and inclusive learning environment.

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