

Peterhouse School - Staff CPD and Impact

Maintaining and developing specialist
expertise



Peterhouse School

1. INDUCTION



- Whole education induction 6 month package (100% of staff complete)
- Introduction to reflective practice
- School values and ethos (shared language)
- Apprenticeship routes to build internal capacity and professional development
- Regulatory training to ensure safeguarding for all
- Partnership working to develop and grow knowledge
- Linking with wider charity to maintain specialist practice and knowledge growth

Impact: Ensures clear expectations for new staff including consistency and developing knowledge of specialist practice with all mandatory requirements in place to enhance safeguarding all pupils and staff

2. ROLE SPECIFIC DEVELOPMENT



- 42% of all training is supported through Conferences, Specialist practice and SEND
- 12% external CPD is investing in further Professional Qualifications (not including apprenticeships)
- 14% of external CPD links to further Education Development (not including subject leader focus/ see separate report)
- 10% of external CPD support developing knowledge for Safeguarding (not including mandatory training)

Impact: Maintains up to date and relevant evidence-based practice across all school domains with 64% maintaining specialist and professional knowledge and 36% ensuring educational expertise to ensure that all pupils have bespoke education packages

3. LEADERSHIP



- 100% of subject leaders have engaged with CPD since 2023
- 17% of training links to operational and strategic leadership
- 5% of all external CPD and support has linked to Senior Leadership Progression and Development
- 31% of subject middle leaders have engaged with specific leadership training
- 100% of safeguarding team receive supervision and external support
- 83% of clinical practice receive supervision and external support

Impact: Ensures staff resilience and prevents burn out whilst maintaining depth of specialism and ongoing knowledge sharing to create bespoke education provision and ensure pupils' receive high quality specialist education.

4. EXTERNAL NETWORKS AND RESEARCH



- 21% of CPD is linked to conferences, knowledge sharing and research where sharing of this expertise is embedded into inhouse training/ specialism
- 21% of CPD is shared practice and expertise from like minded professionals/ courses to ensure our staff body is upskilled and equipped through new research/ resource
- 24% informs safeguarding practices and educational specific practices to highlight knowledge development in these areas
- 12% is an investment into staff developing ongoing accredited learning (not including apprenticeships)

Impact: Maintaining reputation through knowledge sharing within networks and supporting specialist focus throughout all education by investing in the workforce CPD to ensure positive outcomes for all pupils as successful autistic adults with a good quality of life