

## Statement of guiding principles for The Bulmershe School:

# Human resources

### Headline statement

We are a school where everyone matters and will ensure that the school recruits, retains, develops and supports its staff effectively.

The governors welcome diversity among the school's staff, recognising the particular contributions to the achievement of the school's vision that can be made by employees from different genders, races, ethnicity, religion, ages and abilities. We aim to provide an inclusive environment, which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all staff and students are respected, to assist them in reaching their full potential.

### Training and development

As an educational organisation the school recognises the importance of continuous professional development. It will attempt to align the individual training needs for staff identified in the performance management cycle with the needs of the school by professional development, mentoring and coaching programmes and (exceptionally) with externally provided courses.

### Supporting staff

It is important that all members of staff are treated consistently and fairly and appropriate support is provided. The school has personnel procedures that detail how this will happen.

### Accountability

The governors have delegated the recruitment of all staff below the level of Deputy Head to the Headteacher but may participate in interview panels for department heads, subject leaders and members of the School Leadership Team (SLT) where appropriate.

They will be heavily involved in the recruitment for Deputy Headteachers and maintain complete responsibility for the recruitment of a new Headteacher.

It is the responsibility of the SLT to develop professional development, mentoring and coaching programmes and to organise training courses.

The application of personnel procedures within school also comes under the jurisdiction of the SLT. It will monitor the development of statutory personnel procedures and amend them when legislation changes or if they no longer fit the needs of the school.

The SLT will also ensure the school applies safe and fair recruitment and selection procedures.

The governors will monitor the implementation of all personnel related procedures via regular reports by the SLT to its Personnel Governor and the Resources Committee.