



Limehurst Academy Policy Document

Teaching and Learning Policy

Date approved by Governors: Spring 2024

Review date: Spring 2026

Headteacher's signature:

Chair of Governors' signature:

Teaching and Learning

Limehurst Academy is committed to providing excellent teaching and learning to ensure that students learn well, make sustained progress and have high levels of achievement. Ofsted identified that “Teachers demand the very best. They are determined that all pupils can access the same opportunities. Pupils live up to these expectations. They achieve well and thrive at the school” (Ofsted 2022).

Quality assurance of teaching and learning is through the department review process. Department reviews are conducted twice yearly by department heads and their SLT line manager. The reviews consist of focussed curriculum conversations with department heads and teaching staff, learning walks, work scrutinies and student voice panels.

The teaching and learning policy links to the annual teacher’s appraisal process. The first performance management objective for teaching staff is that: *“students make good progress as a result of consistent, high-quality teaching which provides challenge and aspiration”*.

Striving for sustained improvement in teaching and learning is underpinned by the continuing professional development of classroom teaching and support staff.

The Quality of Teaching

Teachers should ensure that lessons:

- Are based on excellent subject knowledge.
- Are implemented in line with department curriculum road maps.
- Provide opportunities to use a variety of assessment techniques as appropriate and in line with the assessment policy.
- At KS4 teach the knowledge and skills required for success in examinations.

Teachers should also ensure that during lessons:

- Learning objectives and tasks set high expectations which enable all students to access all elements of the curriculum.
- Student interest, enjoyment and engagement promote good learning and progress.
- Consistent high-quality teaching provides challenge and aspiration.
- Behaviour is focused on learning.
- Common misconceptions are identified and understanding checked.
- Opportunities are taken for appropriate use of discussion, supported by targeted questioning.
- Teaching enables students to remember in the long term by using effective retrieval practice.
- High quality materials and resources are used.

Continuing Professional Development

Whole school staff training is based on meeting the needs of safeguarding priorities, the SEF and school development plan, development points arising from department reviews and also training needs arising from the annual appraisal and objective setting cycle.

In-house training sessions are provided for all classroom-based staff to support the promotion and improvement of the quality of teaching and learning. All staff are invited to these sessions if they wish to attend, including those who are not classroom-based. Department reviews are evaluated to identify areas for development and also staff who can share excellent practice. The areas for development direct the training needs to be addressed for the school as a whole and, when required, for individuals. In-house training takes place in workshop-style sessions where excellent practice and research is shared and then break-out

discussions take place either in department or cross-curricular groups. Key takeaways are identified in the breakout discussions and taken forward at department meetings.

In addition to in-house training programmes, staff attend appropriate subject networks and training courses within EMET and also training with other trusted providers, including exam boards. Departments welcome visits from EMET subject directors to share excellent practice and collaborate on the development of high quality teaching and learning resources.

3 Limehurst members of staff have completed Ambition Institute NPQs (provided by EMET) and a further 11 staff are currently at different stages of undertaking NPQ programmes. These programmes include NPQH, NPQSL, NPQLT, NPQLTD, NPQLBC and NPQLL. The Assistant Head for Teaching and Learning is a visiting fellow for the Ambition Institute NPQLT and ECT programmes, and shares appropriate research from these programmes during in-house training sessions.

ECTs and their mentors take part in the full, Ambition Institute ECF programme and are also supported by an in-house ECT training programme. The in-house programme includes regular progress and wellbeing checks from the Limehurst ECT Coordinator.