

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Teaching & Learning Policy



Education is the Foundation to Build-a-Future

Company Reg N°: 4521396



Revisions

Version	Page/Para No.	Description of Change	Approved On

1 Introduction

- 1.1 This policy is central to Build-a-Future (BAF)'s purpose as an inspirational Centre of learning. It reflects our schools' shared values and our aspirations for all members of our BAF communities in their capacity as lifelong learners.
- 1.2 Learners of all backgrounds and abilities will be given equal opportunities to learn in order to make exceptional progress and to achieve their full potential.

2 Rationale

2.1 The purpose of this policy is:

- I. to provide staff, governance and parents with information on BAF's agreed approach to teaching and learning.
- II. to raise standards of achievement and ensure progress for learners of all abilities.
- III. to improve the quality of teaching and learning that goes on at BAF
- IV. to guide teachers to enable them to implement our agreed approach.
- V. to ensure all learners have a consistent, positive learning experience.
- VI. Ensure other adults supporting learning are deployed in the most effective way to enhance student progress.

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3 Aims

3.1 Through our teaching we aim to:

- i. ensure all learners make excellent academic progress and achieve aspirational educational outcomes.
- ii. enable learners to become confident, resourceful, enquiring, independent and resilient learners.
- iii. foster student's self-esteem and help them build positive relationships with other people.
- iv. develop student's self-respect and encourage them to respect the cultures, ideas, attitudes, values and feelings of others.
- v. enable learners to understand and feel valued as part of their community.
- vi. ensure that learners are equipped with the skills, knowledge and understanding to make informed choices and participate fully as citizens in our modern society.

4 Principles of Effective Teaching and Learning

Although individual academies may differ in their day to day strategies and approaches to teaching and learning, these will be rooted in the following key principles which we agree have a significant impact on learning and progress:

4.1 Engagement

- i. The classroom ethos creates motivated, resilient, confident and independent learners who enjoy being absorbed by the challenge of their learning and who thrive in an atmosphere of respect and cooperation.

4.2 Feedback

- i. Learning is effectively communicated, and learners understand what knowledge, attitudes, skills or behaviours they need to develop in order to progress further and routinely act on this.
- ii. Assessment by the teachers is accurate and based on data as well as written and verbal feedback from learners. Teachers skillfully use precise feedback to promptly adapt learning within lessons and planning for future lessons.

4.3 Challenge

- i. Expectations are consistently high. Tasks are purposeful and appropriately challenging and take account of different learners' needs and abilities.
- ii. High quality questioning is skillfully used to assess understanding, give feedback and prompt learners to think more deeply about key concepts,

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improve and in so doing move learning on and to eventual mastery.

4.4 Autonomy

- i. We believe the end point of education should be to liberate the thinking of learners and make them more independent of their teachers.
- ii. We ensure that learners are more aware of thinking strategies which build intellectual curiosity as well as resilience. Learners are taught to question and understand themselves as learners.

5 Development of Practice

- 5.1 BAF recognises the value of research and innovation in the development of effective practice and encourages all academies to regularly review and refine their practice in light of this, taking account of evidence of impact on student achievement.
- 5.2 Staff of all experiences and disciplines will be given equal opportunities to improve their teaching practice in a culture of continuous reflection and improvement.

6 Individual BAF Guidance and Procedures

- 6.1 BAF will publish individual guidance and procedure documents which will underpin this policy and support staff in ensuring that its aims are met.
- 6.2 Individual BAF guidance and procedures will address the particular needs of phase, context and stage of development for BAF, but should be mindful not to diverge far from the practices of other academies within BAF, so that greater convergence of practice and procedure may be achieved in the future to facilitate and remove barriers for: the sharing of good practice and learning materials; to foster cross-BAF innovation and evidence-based working; and to share excellent staff across BAF, who can lead and develop their colleagues at BAF.

7 Roles and Responsibilities

- 7.1 To ensure the effective implementation and monitoring of this policy BAF will:
 - i. set the vision and values within which all academies will operate.
 - ii. monitor the financial allocation of provision and resources to deliver the policy.
 - iii. ensure the school buildings and premises are suitable to deliver the policy.
 - iv. ensure that performance management of staff is rigorous and effective in

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promoting good teaching, learning, research and innovation.

7.2 To ensure the effective implementation and monitoring of this policy leaders will:

- i. develop the ethos/shared values and expectations that reinforce high quality teaching and learning within the parameters set by BAF.
- ii. encourage the development of effective teaching and learning.
- iii. provide appropriate support, training and resources within a relevant and responsive system of staff development.
- iv. monitor and evaluate delivery and impact of the policy regularly through BAF monitoring cycle.
- v. write, in consultation with staff, Improvement Plans with an emphasis on teaching and learning.
- vi. modify and update BAF guidance documents in light of ongoing developments within BAF.
- vii. regularly inform parents about what and how their children are learning and how to support them at home.

7.3 To ensure the effective implementation and monitoring of this policy governance will:

- i. support the use of appropriate teaching strategies by monitoring the allocation and provision of resources, challenging or supporting decisions of the leadership team where appropriate.
- ii. ensure that the learning environment is used optimally to support teaching and learning.
- iii. monitor student achievement and the impact and effectiveness of teaching and learning strategies implemented by BAF.
- iv. monitor the extent, use and impact of staff development to promote good teaching, learning and progress.

7.4 To ensure the effective implementation of this policy teachers will:

- i. reinforce BAF and BAF's shared values and attitudes that support high quality teaching and learning.
- ii. ensure they follow any BAF specific guidance for effective teaching and

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- learning, incorporating all aspects regularly into their teaching over time.
 - iii. evaluate and contribute positively to the development of teaching and learning within BAF/ trust.
 - iv. comply fully with all aspects of the teachers' standards 2012 as a minimum requirement.
 - v. take responsibility for improving their teaching by engaging with appropriate professional development, research or evidence base and through innovation and, where appropriate, to support the development of others through these processes.
- 7.5 To ensure the effective implementation of this policy learners will:
- i. demonstrate the values, attitudes and behaviour that promotes effective learning.
 - ii. take responsibility for their own learning, evaluating their achievement in order to improve outcomes and demonstrate effective collaborative and independent working practices in order to ensure that they are making good progress.
 - iii. evaluate and contribute positively to the development of teaching and learning within BAF/ trust via appropriate mechanisms.
- 7.6 To ensure the effective implementation of this policy we would like parents to:
- i. promote a positive attitude towards school and learning in general.
 - ii. ensure that their child had the best attendance record possible.
 - iii. inform BAF if there are matters outside of school that are likely to affect their child's performance or behavior.
 - iv. fulfil the requirements set out in agreements between BAF and families.
- 8 Monitoring, Evaluation and Review of this Policy.
- 8.1 This policy will be promoted throughout each BAF and published on the BAF intranet and website, which should also be linked to the policies page of each BAF website.
- 8.2 BAF will monitor the impact of the policy on the achievement of learners.

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- 9 Monitoring, Evaluation and Review of Individual BAF Guidance and Procedures.
 - 9.1 Local governance and school leadership teams should co-ordinate the monitoring, evaluation and review of specific BAF guidance and procedures around teaching and learning, including assessment and marking, home learning and quality assurance, in line with the principles and standards outlined in this policy.
 - 9.2 Procedures and guidance should be reviewed locally in each school by the senior leadership team annually.
 - 9.3 Members of BAF should comment upon and approve these procedures annually.