

# POLICY TITLE

## Policy Statement,

Activate Learning is committed to the planned development and ongoing training of all employees as individuals, as members of teams and as members of the Group community. Our Learning and Development Policy, underpinned by the Learning Philosophy, our Values and our staff journey based upon the belief that everyone has the potential to achieve and develop in an emotionally secure environment for the right reasons.

## Background

This policy has evolved from previous versions and explicitly recognises that skilled and competent employees, who demonstrate the attributes of our Learning Philosophy and our Values, are essential to the

## Purpose

Activate Learning recognises that staff are its most valuable and important resource and the organisation is committed to co-creating a culture that values and sustains a love for professional and personal development, interdependent learning communities and builds progressive career paths. Therefore, this policy sets out our vision for how our staff will be encouraged to play an active part in identifying their own development needs, undertaking relevant learning using the most appropriate method, and in assessing the outcome and effectiveness of their learning to enable them to be adaptable, flexible, resilient and appropriately skilled to meet the changing demands of the education sector and the organisation.

## Scope

This policy refers to all development activities and opportunities for all staff, wherever they are employed within the organisation. All staff will receive equal treatment in the consideration of their requests for support, in line with organisational priorities. Empowerment 0 4 3 5 1 5

and progress updated on Clear Review.

- To ensure that all staff have appropriate access and equal opportunity to undertake relevant learning and development opportunities.
- To encourage staff to consider a range of different learning and development opportunities. For example, e-learning, shadowing, visits to other organisations, peer learning and sharing of good practice.
- To ensure that all staff evaluate the effectiveness of the learning attended and feed back to their team so others can benefit.
- To ensure that Learning and Development data is maintained.

Our key priorities in relation to Learning and Development will be to:

- Ensure a consistently high quality of teaching, learning, assessment and high quality of all nonteaching support services across the Group.
- Ensure that leaders, managers and their staff have the skills, knowledge and appropriate behaviours required to deliver high performance in their areas of responsibility, within our Learning Philosophy led culture of Leadership.
- develop the digital knowledge, skills and mindset of our staff  
Ensure staff are compliant with their Statutory and Mandatory training as detailed in the Compliance passport

## Responsibilities

The delivery of the Learning and Development function will lie with Human Resource Learning and Development. The Apprenticeship division are responsible for their own learning and development funding and organisation but draw on the expertise within HRLD.

Managers and employees have a responsibility to implement learning and development in m0 g0ow 82.04elosJE

- keep up-to-date with professional practices and subject expertise.
- Be prepared to dedicate the time to successfully complete learning and development activities they have committed to.



## References

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