

# Learning and Teaching Policy

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**Formby High School**  
*Determined To Achieve*

Policy Approved: 1 July 2013 (Meeting of the Governing Body)  
Reviewed: June 2016 (Curriculum & Staffing Committee)  
Scheduled Review: Summer 2019

## Aims of the Policy

The Teachers' Standards identify the statutory requirement for teachers to "make the education of their pupils their first concern and be accountable for achieving the highest possible standards in work and conduct".

Formby High School recognises the importance of maximising the learning of every student, regardless of age or ability, in every lesson to support the most effective progress. We strive, at all times, to provide 'outstanding learning for all'.

Although Curriculum Areas will adopt different approaches to learning, identifying the best, and developing innovative practice within their area, the Governing Body recognises the need for certain principles and practices to be applied commonly and consistently throughout the school as outlined in the policy statements below.

## Policy Statements

- Formby High School is a thriving learning community to which all adults and staff make a positive contribution.
- All students will be inspired, motivated and challenged during lessons.
- All teachers will impart an enthusiasm for learning and foster a safe learning environment where behaviour is of the highest standard.
- All students can expect to make continued progress towards achieving their personal targets.
- All students are expected to adopt a responsible and conscientious approach to their studies.
- All students are encouraged to acquire independence in their learning through thinking creatively, managing their time well, reflecting on their learning, participating effectively and developing cooperative working skills.
- All teachers share in the vision to explore, deliver and review the most effective learning strategies for our students.
- All staff teachers are accountable for supporting student attainment, progress and outcomes.
- Support staff will be deployed effectively to enhance outstanding learning.
- All teachers are expected to take responsibility for improving learning through appropriate professional development.
- All learning will promote diversity and ensure equality.

## Responsibilities

All teachers will:

- Demonstrate good subject and curriculum knowledge, and foster students' interest in their subject.

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- Plan their teaching to build on students' prior knowledge, and guide students to reflect on their progress.
- Plan and teach well-structured lessons, imparting knowledge and developing understanding through effective use of lesson time.
- Use relevant data to monitor progress, set targets and plan subsequent lessons.
- Adapt teaching to respond to strengths and needs of all students with Quality First Teaching
- Give students regular feedback, both orally and through accurate marking, which supports and extends learning as outlined in the Formby High School Marking Policy.
- Take responsibility for promoting high standards of literacy, numeracy and articulation.
- Set SMARTER<sup>1</sup> homework and, where appropriate, plan out of class activities to consolidate and extend knowledge acquired.
- Manage behaviour effectively through applying the school rules and establishing routines in the classroom, thus to ensure an appropriate and safe learning environment.
- Reflect systematically on the effectiveness of lessons and on their approaches to teaching.
- Engage in reflection of practice and seek appropriate professional development to strive for consistently effective practice.
- Provide opportunities to explore aspects of SMSC (Social Moral Spiritual Cultural) in lessons.
- Effectively deploy other adults within the classroom to maximise effective student learning and assist in providing challenge and support for individual students.

Curriculum and Subject Leaders will:

- Ensure that appropriate Curriculum / Subject Area schemes of work are in place, enabling teachers to deliver lessons that meet the policy statements set out above.
- Monitor the quality of teaching and learning through regular lesson observation, work scrutiny and data analysis.
- Provide opportunities within the Curriculum / Subject Area to explore, model, discuss and share best learning practice.
- Ensure that less effective teaching is identified and provide necessary support to the teacher to enable him /her to improve practice.

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<sup>1</sup> SMARTER: Specific & Stretching, Measurable, Meaning and Manageable, Appropriate, Achievable & Aspirational, Relevant, Realistic & Resourceful, Timetabled, Time-specific & Tempting, Enjoyable, Engaging & Evaluated, Rewarded, Revisited & Re-evaluated.

SENCO will:

- Monitor the quality of learning for students on the SEN register through regular lesson observation, work scrutiny and data analysis.
- Deploy Teaching Assistants to maximise the progress of the SEN cohort.
- Provide opportunities to explore, model, discuss and share best learning practice for students with learning challenges.
- Support the provision of Quality First Teaching.

Senior Leadership Team will:

- Monitor the quality of learning through regular learning walks, lesson observations, work scrutiny, data analysis and student voice.
- Ensure opportunities are provided to develop practice through facilitation of the highest quality and most relevant professional development.
- Ensure that less effective teaching is challenged and addressed through the most appropriate strategies.
- Take all necessary actions to address ineffective teaching.

Governing Body will:

- Monitor and regularly review this policy document.
- Through the Curriculum and Staffing Committee and link governance arrangements, monitor the impact of the policy on Curriculum Areas and cohorts of students.

## **Professional Development**

In order to continually improve learning through high quality teaching, teachers should use professional development opportunities to review practice and develop their pedagogy. It is expected teachers will:

- Continuously update their subject knowledge and teaching practice in line with current developments, initiatives, and the requirements of the examination boards.
- Regularly discuss teaching and learning at Curriculum / Subject Area meetings in order to share good practice.
- Engage with opportunities provided through Formby High School's in-house professional development programme.

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- Plan their own professional development programme, in conjunction with their line manager, through the Teacher Appraisal process.
- Use the guidance and resources available in the 'Learning Folder' on the T: Drive to ensure effective planning, delivery and reflection.