

## Academy Policy – Quality Assurance

<b>Aims:</b>	<ul style="list-style-type: none"> <li>To ensure that all teachers will deliver outstanding or good teaching at all times, adhering to the Academy's 6 Point Plan for an Outstanding Lesson</li> <li>To ensure that all staff will maintain the highest standards of professional conduct and discipline at all times</li> <li>To ensure that students will achieve the highest possible attainment and meet the Academy's expectation of at least a two level improvement at each key stage</li> <li>To ensure that staff will meet challenging Performance Management targets. These targets will include Academy targets, teaching targets and a professional development target.</li> <li>To provide opportunities for professional self-reflection <i>This will be achieved by:</i></li> <li>Monitoring the quality of teaching and learning with observations, regular subject reviews and Active Classroom Support</li> <li>Rewarding staff with an incentive scheme for meeting targets</li> <li>Ensuring that monitoring systems involve all staff in setting, marking and maintaining the highest standards of performance</li> </ul>
<b>Targets/ Outcomes</b>	<ul style="list-style-type: none"> <li>100% lessons meet Ofsted criteria for good or outstanding, and at least 50% are Outstanding</li> <li>100% staff meet their performance management targets</li> </ul>
<b>Definition:</b>	<ul style="list-style-type: none"> <li>Quality Assurance is the process of ensuring students' achievement of excellence in every aspect of Academy life</li> <li>Teaching and Learning must meet the highest standards as outlined in the Ofsted framework</li> </ul>
<b>Roles and Responsibilities:</b>	
<b>Students will:</b>	<ul style="list-style-type: none"> <li>Carry their student planner at all times, keep it up to date and get parents/carers to check and sign weekly</li> <li>Complete student observations to positively appraise teachers of their teaching expertise, including for recruitment</li> </ul>
<b>All staff will:</b>	<ul style="list-style-type: none"> <li>Ensure homework is set and recorded in planners as per the academy homework timetable</li> <li>Agree and make every effort to meet performance management targets and be rewarded with financial incentives on meeting Academy, team and personal targets</li> </ul>
<b>Personal Advisers will:</b>	<ul style="list-style-type: none"> <li>Monitor all planners weekly and ensure they are being signed by parents/carers</li> <li>Inform Subject Leaders if they become aware that homework is not set regularly in a subject</li> <li>Meet with students in their tutor group regularly to set and review targets at Consultation and in tutor time</li> </ul>
<b>Heads of House will:</b>	<ul style="list-style-type: none"> <li>Monitor a sample of planners regularly</li> <li>Inform Subject Leaders if they become aware that homework is not set regularly in a subject</li> </ul>
<b>Parents and carers will:</b>	<ul style="list-style-type: none"> <li>Check and sign their child's student planner weekly</li> <li>Inform Academy staff if they are aware that homework is not being set regularly in a particular subject</li> </ul>
<b>The Academy SLT will:</b>	<ul style="list-style-type: none"> <li>Ensure that performance management systems are in place to monitor and ensure excellence</li> <li>Monitor attendance and punctuality to maintain at least 97% attendance</li> <li>Monitor a sample of students' planners every term</li> <li>Conduct annual Subject Reviews of every department</li> <li>Implement, monitor, review and revise the policy with Governors</li> </ul>
<b>Related Docs:</b>	Performance Management policy, Performance Management proforma, Assessment and Reporting policy, Subject Review proforma

	<b>Review Date:</b>	<b>Monitored By:</b>	<b>Approved by Governors:</b>	<b>Review By:</b>
	July 2024	FGB	Dec 2022	Staff, students, parents/carers, Governors