



PROFESSIONAL DEVELOPMENT REVIEW (PDR) POLICY

Last Updated:
Human Resources Committee:
Corporation Approval:
Review Date:

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Annual



PROFESSIONAL DEVELOPMENT REVIEW (PDR) POLICY

1. Policy Statement

- 1.1. At BHASVIC we are committed to a professional development review framework where standards are set and all staff are offered the opportunity to improve and develop.

2. Scope

- 2.1. This policy applies to all staff who are employed by College, including Senior Post Holders, except those who are new to the College and therefore covered by procedures for induction and probation.

3. Aims

- 3.1. To support continuous improvement in performance in order to improve teaching and to raise standards of achievement for all learners
- 3.2. To set out a framework in which all staff agree and review priorities and targets within the context of the College's development plan and their own professional needs.
- 3.3. That all members of staff will be encouraged and supported to achieve their potential through agreeing targets, undertaking development and having their performance assessed.

4. Review of Policy

- 4.1. This policy will be reviewed every three years or sooner if required.

5. Related policies and documents

- Absence Management Policy and Procedure
- Complaints Procedure
- Contract of Employment
- Dignity at Work Policy
- Equality and Diversity Policy
- Grievance Policy and Procedure
- Instruments and Articles of Government
- Race Equality Policy
- Safeguarding Policy
- Staff Code of Conduct
- Terms and Conditions of Service
- Whistleblowing Policy