



Staff Development Policy

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Version history	
V1.1	2011 new policy
V1.2	June 2015 internal review: some changes to Learning and Teaching at Hope. The qualifications section has been amended as there is no longer a budget to support staff with qualifications, academic and support unless funded through the relevant Department/Faculty.
V1.3	Text updated with Schools instead of Faculties. Few additional paragraphs highlighting requirements for mandatory training, Bit more information on Learning and Teaching, Equality (comments on policy)
Next update due:	2024 - 3 years unless legislative update needed



STAFF DEVELOPMENT POLICY

INTRODUCTION

Liverpool Hope assumes that all staff have both the responsibility and the desire to develop professionally throughout their career. Liverpool Hope recognises its responsibility as a 'Learning Organisation' and seeks to support excellence in learning and teaching, research, the provision of high quality support services, enterprise and employer engagement via development interventions.

The overriding aim of Liverpool Hope's Staff Development Policy is to enable staff to contribute to the University's success in meeting its goals as identified in the Corporate Plan and other associated plans and policies through the development and most effective use of their knowledge, skills and attitude. The University will ensure appropriate staff development via a fully engaged collaborative partnership approach between key internal and external stakeholders.

The University recognises that staff development in its broadest sense includes mentoring, coaching, conference attendance, professional qualifications, internal and external training courses, self-directed learning, cross-institutional working groups, networks and new projects.

This policy applies to the whole staff community. Those with management responsibility for others are required to support actively the development of the performance and effectiveness of their staff in the achievement of their objectives.

CORPORATE AND LOCAL DEVELOPMENT

The University via Personnel will co-ordinate and deliver a central programme of staff development opportunities. This corporate programme will be based on prioritised needs that have been highlighted via Training Needs Analysis incorporating Performance Review and will support corporate strategic needs, mission related, statutory and legislative requirements and operational needs.

The University is subject to a number of statutory regulations and it must ensure that staff are trained to levels appropriate to their roles in order to perform legally in the best interest of themselves, of others and of the University. Participation in certain staff development activities will therefore be mandatory.

At a local level, Schools and Departments will need to implement appropriate development opportunities, which are not met by the published corporate programme, in line with their own local needs. Specialised development and updating relating to subject disciplines, including attendance at courses and conferences, will normally be organised and supported by the appropriate academic Schools and Departments.

ROLES AND RESPONSIBILITIES

Personnel:

The Personnel department will be responsible for:

- Providing Induction Programmes for newly appointed staff
- Organising a prioritised Corporate Staff Development Programme of events to meet training and development needs of staff throughout the University
- Disseminating information on training and development opportunities
- Circulating information about internal staff development opportunities
- Providing advice and guidance about external training provision
- Working with individuals or with groups to support needs
- Validating and evaluating the quality of the Programme
- Working in partnership with other key internal stakeholders/providers e.g. PVC's, Heads of Schools, HOD's, Director of Learning and Teaching Development, Director of Finance, Director of IT
- Liaising with Union Learning Reps

Heads of Schools, Heads of Department and other Senior Managers

Heads of Schools, Heads of Department and other Senior Managers or their nominee will be responsible for:

- Ensuring appropriate individual and departmental/school development needs are identified
- Producing an annual local staff development plan based on department/school priorities
- Allocating resources for the plan and ensuring a fair allocation of resource across all grades and types of staff
- Ensuring appropriate local induction
- Specialised development and updating relating to subject disciplines, including attendance at courses and conferences etc.
- Liaising with Personnel in conveying the local staff development plan, providing attendance figures, validating development events, providing an annual review of activity
- Ensuring that staff who they have approved to attend courses are released from work to attend

All Staff

All staff are responsible for:

- Contributing fully to the performance review process
- Managing their Continuous Professional Development
- Regularly assessing their learning and development needs
- Ensuring that they are aware and actively take part in corporate and local staff development activities
- Ensuring that they undertake any training and development activity deemed essential by the University
- Attending any development initiative as deemed appropriate by their manager or any mandatory training as designated by the University
- Providing Personnel with information on any development activity that has taken place externally from the University for recording
- Transferring learning into the workplace with colleagues and students

PVC Research

The Pro Vice Chancellor and his nominees are responsible for:

- Ensuring an extensive corporate and local framework of research development opportunities are available.

Learning and Teaching

All Learning and Teaching at Liverpool Hope University is overseen by the University Learning and Teaching Committee. Learning and Teaching at Liverpool Hope is underpinned from three different perspectives,

- The formal University system that oversees process, enhancement and quality assurance (the committee structure and other systems). This includes working with colleagues across the university to achieve the pedagogical goals set out in the Learning, Teaching and Assessment Strategy and localised work in the Schools on quality assurance and enhancement as driven by the FQLT;
- The CPD programme: Providing continuing professional development for colleagues who teach and support the learning of students including through the PGCert in Learning and Teaching in HE and other training workshops;
- The Communities of Practice Network.

Corporate Learning and Teaching

Working in conjunction with the Learning and Teaching Committee, it is the Staff Development Co-ordinators responsibility to:

- Help raise the academic staff profile in relation to learning and teaching;

- Offer appropriate staff development in learning and teaching;
- Provide learning and teaching consultancy, as required;
- Provide appropriate induction
- Work with the Director of Learning and Teaching Development to provide professional teaching qualifications to academic staff (PGCERTLTHE); and help and support towards Advance HE Fellowship applications in line with the Corporate Plan.
- Promote and champion learning and teaching enhancement.

Other Central Staff Development Providers

University led corporate development will be significantly supported by central internal units who will provide specialist training or development activities. These include Institutional Advancement, Health and Safety, IT, Library, Finance, Personnel, Student Services, Student Administration etc.

These units will be responsible for:

- Identifying appropriate training needs in their specialist area
- Working with the Staff Development Co-ordinator to design deliver or source appropriate development courses

Budgets and Funding

There is no central fund for staff to request monies for training. The central fund is to cover the costs of the majority of the corporate programme. The University centrally will not support any funding for external courses. Budgetary provision for non-corporate programme development should be sourced from the relevant department/school. Any funding decision should be based on a clear strategic or operational need and be a clear requirement of the role e.g. a statutory requirement of the role or a professional qualification required for the role as stated in the job description.

Where there are financial implications, a requirement of the funding will be to those training and development initiatives, which are work-related and most closely allied to the University's strategic plan and departmental/school plans.

Quality Assurance

All corporate internal training and development events will be validated via a course evaluation form ensuring a continuous process to assess quality. Regular reports identifying the quality of the University led and significant local development interventions will be provided to SMT and Staffing Committee and other relevant committees by the Director of Personnel. An annual training and development report covering local initiatives will be provided by departments/schools for dissemination.

Evaluation

Training and Development events, which are attended by significant numbers of staff and are of high strategic importance, will be formally evaluated.

Departments and faculties are responsible for establishing review mechanisms in their own areas to ensure any departmental/school supported development is matched to the objectives of the department/school.

Accessing Development Opportunities

The Staff Development procedures document outlines how requests for attending development opportunities should be sought <https://store.hope.ac.uk/product-catalogue/staff-services/staff-development>

Equality

All staff development activities will be conducted in accordance with the University's Equal Opportunities Policy.

All staff have equitable access to staff development opportunities, appropriate to their role and aligned to their objectives.

All internal training activities will support the need to heighten awareness of equality and diversity issues. Where relevant, this will be reflected in the design, content and delivery of each activity. No member of staff will be treated less favourably on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability, sexual orientation, religion, or age.

Other Relevant documents and support

Staff Development Procedures

<https://www.hope.ac.uk/gateway/staff/staffdevelopment/>

Learning and Teaching and Assessment Strategy

<https://www.hope.ac.uk/gateway/staff/learningandteaching/learningteachingandassessmentstrategy/>

Training Programme schedule

<https://store.hope.ac.uk/product-catalogue/staff-services/staff-development>

Staff Induction pages:

<https://www.hope.ac.uk/gateway/staff/staffdevelopment/newstaff/>