

# Sperrinview Special School

## Staff Rotation Policy

### Rationale

Staff rotation is a form of staff development. Staff rotation gives individuals the opportunity to develop skills in a variety of areas of the school.

Staff rotation will be carefully planned and executed with specific end results in mind.

### Aims of Staff Rotation

Staff rotation ensures that pupils:

- have opportunities to work with a variety of staff members
- have access to a breadth of experience and expertise
- experience the dynamic of different teams
- learn to work with different individuals

Staff rotation allows staff members to:

- gain knowledge and skills by working in different classes, with different pupils and colleagues
- overcome potential boredom and job dissatisfaction by having a new and different role with changed responsibilities and tasks
- be given new challenges and opportunities to expand his or her knowledge, accomplishments, reach, impact, and potential
- learn about different areas of the school
- gain new skills from working as part of a new team of colleagues

### Roles

The Principal has overall responsibility for the implementation of the policy.

## Organisation

Members of the Senior Leadership Team [SLT] will examine the overall picture of the school each year in deciding staff rotation. Classroom assistants will move every 1-2 years and teachers will move every 3-4 years, taking account of the needs of individual pupils and classes. These moves will usually take effect at the beginning of a school year. There may occasionally need to be moves at other times, to accommodate eg new pupils, individual pupil needs, medical issues of staff etc. SLT will always ensure that the needs of the pupils are paramount, whilst considering staff health and medical issues. Staff will be informed on the last day of term 3, of the changes which are to take place for the coming year.

## Monitoring and Evaluation

The policy will be monitored and evaluated on an ongoing basis through consultation with pupils, staff, parents and external support agencies.

## Review

A sub-committee of the Board of Governors will monitor and evaluate the effectiveness of this policy as part of a timetabled, on-going process.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_