

**Provision of Additional Support Where Teachers' Standards Are Not Met – (The Heath Family (NW) Multi Academy Trust Support Programme)**

- D1 If there are concerns in relation to performance against the Teachers' Standards and against the objectives set, special arrangements will be made. These may include:
- The setting of additional and appropriate agreed support using key priorities and action points using the template in the Teachers Appraisal Policy Appendix E
  - Additional formal lesson observations as required.
- D2 Where information comes to light in the course of an appraisal cycle that leads the Principal to conclude that there are concerns that the Teachers' Standards are not met, new arrangements, possibly including a change of reviewer (of suitable seniority), will come into force as soon as possible after the decision has been made.
- D3 Where Teachers' Standards are identified as not being met, appraisal objectives will be action planned to a much shorter timescale – typically six weeks, but less if the Principal decides the situation warrants this. At the end of each such period, progress will be reviewed – and a decision made on whether:
- To end the associated support programme and resume normal appraisal arrangements
  - To continue to provide support within appraisal by setting further short-term objectives
  - To suspend appraisal and move immediately into the formal capability procedure.
- D4 The support plan is part of the appraisal process and not part of the capability procedure. The aim of the procedure is to keep teachers out of the capability procedure where possible.

**Teachers are encouraged to seek advice from their professional association during, and throughout, the appraisal process and it's associated support programme.**