

GLC funding for high level CPD Policy

April 2020

Rationale

- The GLC acknowledges that to provide the best possible educational provision for all young people, GLC staff should be appropriately trained and qualified. Much of this will be facilitated by the GLC and its individual academies [within existing budgets], however this policy has been developed to provide financial support to those who wish to embark on significant, long-term training such as further degrees and degree courses with the intention of becoming a teacher. In a location where it is historically difficult to recruit teachers, young people will benefit if the GLC can support employees who wish to train as teachers.

Policy

- Where a GLC academy is funding CPD such as National Professional Qualification for Headship [NPQH]; National Professional Qualification for Senior Leadership [NPQSL] etc, the member of staff taking part in the CPD should pay a refundable deposit equivalent to 20% of the course costs. This will be repaid in full, 2 years after the date of completion [the payment of the deposit can be made through a salary sacrifice scheme negotiated with the GLC Business Manager].
- Where GLC staff withdraw, or are unsuccessful in the CPD. The deposit will be returned immediately following written notification from the member of staff in question.
- The GLC will maintain a fund of £10k per year to support colleagues who have successfully applied to undertake substantial CPD¹.
- The Steering Group will consider all applications throughout the academic year, but it is recommended that colleagues apply at the start of the year while funds are available.
- A bursary will be available to a maximum of 50% for the duration of the course. The GLC Business Manager will negotiate the best way for payments to be made.
- Individual academies will be able to fund colleagues separately if the GLC fund is exhausted but the will be at the discretion of the Principal.
- Successful applicants will be expected to sign a new contract with the following additions:
 - The full value of the bursary will be repaid to the GLC if the member of staff leaves the GLC within a year of the course completion².
 - 50% of the bursary will be repaid to the GLC if the member of staff leaves the GLC within two years of the course completion.
 - If the member of staff fails to complete the course successfully 50% of the bursary will be repaid to the GLC. The GLC Finance Director will negotiate the time frame for repayments [payments will be taken at source].
 - Those in receipt of the funding may be asked to lead Inset training as appropriate and may be required to write evaluations for the GLC Board of Directors or Local Governing Body.

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2. The repayment will not apply if the member of staff moves to another GLC academy.

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