

GLC funding for high level CPD Policy

This Policy was ratified by the Board of Directors on :	Spring 2026
This Policy will be reviewed by the GLC Board on :	Spring 2030

GLC Mission Statement

The GLC's mission is to develop active and thriving citizens within a diverse, truly fair and equal community.

This will be achieved through:

- High quality teaching that deliberately develops competencies of curiosity, creativity, communication and critical-thinking;
- An inspiring and meaningful curriculum;
- The development of productive relationships by instilling the values of compassion, resilience, responsibility and aspiration to prepare our young people for learning and life;
- A commitment to the wellbeing of our staff;
- A culture of professional generosity, collaboration, challenge and support throughout the GLC;
- The development of effective external partnerships for the benefit and wellbeing of our community.

Equalities Statement

The GLC's commitment to equality is enshrined in our mission statement to develop 'active and thriving citizens within a diverse, truly fair and equal community'.

We are a vibrant, innovative and successful organisation: we work hard to be the place of choice to work and to learn. Across the 5 academies of the GLC, we pledge that everyone enjoys an equality of opportunity. We work tirelessly to ensure that individual characteristics including age, ethnicity, socio-economic background, academic ability, disability, gender, religious beliefs, sexual orientation are not discriminated against in any way. We create inclusive environments characterised by mutual respect where difference is celebrated.

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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 Finance Director].
- 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.
- A bursary will be available to a maximum of 50% for the duration of the course. The GLC Finance Director will negotiate the best way for payments to be made.
- Individual academies will be able to fund colleagues at the discretion of the Head of School.
- 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.

1. By substantial, we mean a recognised award bearing course at diploma level or higher
2. The repayment will not apply if the member of staff moves to another GLC academy.