

St Richard's Catholic College

Teaching and Learning Policy



The Policy was approved by the Governing Body: September 2018

Chair of Governors: _____

The Governing Body will review the policy in September 2020

“So we are to use our different gifts in accordance with the grace that God has given us. If our gift is to serve, we should serve; if it is to teach, we should teach.”

Romans 12:6-7

Teaching and learning is at the heart of all we do at St Richard's. It is our core business as a Catholic school and permeates all aspects of college life. Put simply, our pupils deserve a world class education; this is built on the foundation of outstanding teaching and learning in the classroom.

Outstanding teaching and learning is based on the idea that we are all made in the image of God and that pupils, as well as staff, have a God-given potential that must be nurtured and developed. Central to this are respectful relationships based on trust, love and mutual respect.

We are blessed to have such a hardworking, committed and talented staff in our college. Our teachers are always willing to go the extra mile for our pupils. As a result, we only appoint teachers who have the potential to be outstanding teachers.

At St Richard's we define an outstanding teacher as being a 1/1; not only do they demonstrate outstanding pedagogy in the classroom but they ensure outstanding achievement for their pupils. Both are required to be outstanding and must be seen as two sides of the same coin.

Pupils make rapid progress and reach their potential when they are highly challenged and well supported. The biggest barrier to success is capping expectation. We must all believe that every pupil can do it, no matter what the circumstances or challenges they face. The pupils' behaviour will reflect our own. Set the bar high in terms of expectation, have total belief in their ability and model the behaviour you want; this will guarantee success.

High challenge does not only apply to the pupils. We, as educators, must push the boundaries, take risks, share best practice and learn from our mistakes. Developing an atmosphere of openness and trust between colleagues will always benefit the pupils so teaching and learning should be part of our daily conversations.

Teaching Assistants (TAs) have a central role to play in ensuring that all pupils make progress and must always be active participants in a lesson. Careful planning is needed to ensure that TAs know exactly 'who' and 'how' they are to help in a lesson.

Teaching and learning should be the number one priority of all meetings. Our best resource is our fellow teachers. They have the potential to support and challenge us as we ensure outstanding teaching and learning for our pupils. Such opportunities should never be diminished by administration or discussions that won't have a positive impact on the progress of the pupils.

Key opportunities to share good practice include:

- INSET Days
- Twilight INSET programme
- Staff meetings
- Subject Leader meetings
- Department meetings
- Team Meetings (Teaching and Learning, Emerging Technology & Research Leaders)
- Morning briefings teaching tips

- Developmental Observations and Coaching.
- Teaching and Learning Booklets
- Professional Development Pathway
- Use of educational websites, social media platforms.

It is our ambition that every lesson should be an outstanding lesson. Central to this vision is the 'St Richard's 6'. These are the key features that we believe make an outstanding lesson:

1. Thorough and reflective planning for inspiring, engaging teaching and learning that demonstrates knowledge of pupils.
2. An inclusive teaching and learning environment which embeds numeracy and literacy.
3. Challenging activities and resources which meet the needs of all.
4. Effective use of data to impact on learning.
5. Feedback conversations (written and verbal) which support pupil progress and lead to positive behaviour for learning.
6. A variety of approaches including high level questioning techniques to support personalised learning and greater independence.

Implementing these features takes careful planning and preparation. Each department approaches this in a different way, something that is reflected in the different schemes of work that they follow. Irrespective of the approach taken, all teachers must ensure that they plan 50 minutes of quality learning for each lesson.

Through the School Council, the pupils have developed their own 'Features of an Outstanding Learner' to ensure that outstanding teaching is matched by their own outstanding Behaviour for Learning (BfL).

Finally, it should be acknowledged that outstanding teaching and learning is not only about our pupils leaving St Richard's with the best qualifications possible. Our aim is for pupils to develop a love of learning; to always do their best and to become independent and lifelong learners.

This is our vision. Please speak to Philippa Hoyle, Elisabeth Wood, your Subject Leader or a member of LMT if you are struggling in any way or if you need help or support with any aspect of your teaching.

**“Teaching is the highest form of understanding.”
— Aristotle**

**“I never teach my pupils, I only attempt to provide the conditions in which they can learn.”
— Albert Einstein**

Features of an Outstanding Learner

1. To be aspirational, have personal ambition and know we can do it!
2. To know our targets and seek advice on how to best achieve them.
3. To consistently maximise our efforts.
4. To personally review and reflect on our learning regularly.
5. To always seek support when we need it.
6. To focus on learning activities at all times.
7. To learn more about how to put our learning styles into improving our learning.
8. To become an organised member of class.
9. To embrace exam, revision and study skills techniques.
10. To engage enthusiastically and appropriately with group work.