



# APPRAISAL POLICY

## TEACHERS

<b>Document Control</b>			
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<b>THIS POLICY DOES NOT CREATE ANY CONTRACTUAL OBLIGATIONS ON OUR LADY IMMACULATE CATHOLIC ACADEMIES TRUST</b>			

## DEFINITIONS

In this Appraisal Policy and Procedure, unless the context otherwise requires, the following expressions shall have the following meanings:

- i. 'Trust' means the schools and academies who belong to the Our Lady Immaculate Catholic Academies Trust and includes all sites upon which the academy undertaking is, from time to time, being carried out.
- ii. Our Lady Immaculate Catholic Academies Trust is responsible for the management of the school/academy and, for all purposes, means the employer of staff at the school/academy. The Trust also employs staff working directly to the Chief Executive of the Trust.
- iii. 'Trust Board' means the body carrying out the employment functions of the Trust.
- iv. 'Directors' means Directors appointed to the Trust Board.
- v. 'Chair' means the Chair of the Trust Board, or the Chair of the Local Academy Committee appointed from time to time, as appropriate.
- vi. 'SEL' means the Trust Strategic Executive Lead within whose role contains those duties of the Chief Executive Officer (CEO).
- vii. 'Companion' means a willing work colleague not involved in the substance of the employee's performance under review by this Appraisal Policy and Procedure, or an accredited trade union representative or an official employed by a trade union who will be expected to make themselves available for the periods of time necessary to meet the timescales under this Appraisal Policy and Procedure.
- viii. 'Diocesan Schools Commission' means the education service provided by the diocese, which may also be known, or referred to, as the Diocesan Education Service.
- ix. 'External Adviser' means a suitably skilled and/or experienced person who may be appointed by the Trust Board to support the Trust Board to appraise the Headteacher in accordance with this Appraisal Policy and Procedure. The External Adviser must be familiar with the particular needs of a Catholic voluntary academy e.g., the development of the Trust's and academy's ethos and should be independent of the Headteachers.
- x. 'Local Academy Committee Members' (LAC) means the Local Academy Committee members appointed and elected to carry out specified functions delegated by the Trust in relation to each of the schools/academies, from time to time.
- xi. 'Standards' means the Teachers' Standards published by the DfE in 2011 as amended from time to time and, as appropriate, the National Standards of Excellence for Headteachers published by the DfE in January 2015 as amended from time to time.
- xii. 'Teacher' means a teacher employed by the Trust to work at a school or academy and, where the context so admits, includes the Headteacher.

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- xiii. 'Working Day' means any day on which you would ordinarily work if you were a full-time employee. In other words, 'Working Day' may apply differently to teaching and non-teaching staff. However, part time and full-time staff will not be treated differently for the purposes of implementing this Appraisal Policy and Procedure.
- xiv. 'Working Week' means any week that you would ordinarily work.
- xv. 'Vice-Chair' means the Vice-Chair of the Trust Board, or the Vice-Chair of the Local Academy Committee elected from time to time, as appropriate.

## 1. APPLICATION

- 1.1 Subject to Paragraph 1.3 below, this Appraisal Policy and Procedure applies to you if you are an employee or worker at the School or Academy and are a teacher or Headteacher (hereinafter referred to as an "employee" or "you").
- 1.2 Subject to Paragraph 1.3 below, this Appraisal Policy and Procedure applies to you if you are an employee or worker employed as a member of the Trust Central Team and you are employed on teacher terms and conditions (hereinafter referred to as an "employee" or "you").
- 1.3 This Appraisal Policy and Procedure does not apply to Teachers employed under a contract of employment for less than one term, those undergoing induction (i.e., Newly Qualified Teachers) and those who are subject to the Trust's Capability Policy and Procedure.

## 2. SCOPE

- 2.1 The purpose of this procedure is to establish a framework for a clear and consistent review of the overall performance of Teachers and for supporting their development within the context of the Trust's plan for improving educational provision and performance to enhance Teachers' professional practice. The review shall have regard to the Teachers' Standards<sup>1</sup> and other applicable codes of practice such as the SEND Code of Practice where relevant.
- 2.2 The Trust is committed to ensuring respect, objectivity, belief in the dignity of the individual, consistency of treatment and fairness in the operation of this policy. This commitment extends to promoting equality of opportunity and eliminating unlawful discrimination throughout the Trust community which includes all of the academies in the OLICAT Trust.
- 2.3 The Trust is committed to providing a supportive working environment for all Teachers through this Appraisal Policy and Procedure. Concerns about a Teacher's performance will always be addressed in the first instance through the operation of this Appraisal Policy and Procedure. Where it is not possible to resolve concerns, it may be necessary to consider whether to invoke the Trust's Capability Policy and Procedure.
- 2.4 This Appraisal Policy and Procedure does not form part of any other procedure but relevant information on appraisal, including Appraisal Reports, may be considered in relation to other applicable policies and procedures.

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<sup>1</sup> Teachers' Standards in England

- 2.5 An employee is entitled to have access by arrangement to their personnel file and to request the deletion of time expired records in line with the provisions of the General Data Protection Regulations (GDPR) and the Data Protection Act 2018.
- 2.6 The Trust delegates its authority in the manner set out in this policy.
- 2.7 The Trust is committed to ensuring that the operation of this Appraisal Policy and Procedure does not lead to an unnecessary increase in the workload for Teachers and Appraisers. This Appraisal Policy and Procedure will always be supplied in a way which is robust and fair, whilst monitoring the impact on workload for Teachers, Appraisers and Trust Directors.
- 2.8 In all cases, advice from the Trust HR Director must always be sought

### **3. APPRAISAL IN A CATHOLIC CONTEXT**

- 3.1 Teaching, as a 'work of love, requires a radical commitment and service from all teachers, whatever their faith and whatever point they have reached on their spiritual journey': "The Church looks upon you as co-workers with an important measure of shared responsibility...To you it is given to create the future and give it direction by offering your students a set of values with which to assess their newly discovered knowledge...The changing times demand that educators be open to new cultural influences and interpret them for young pupils in the light of Christian faith. You are called to bring professional skills and competence and a high standard of excellence to your teaching but your responsibilities make demands on you that go far beyond the need for professional skills and competence...Through you, as through a clear window on a sunny day, students must come to see and know the richness and joy of a life lived in accordance with Christ's teaching, in response to his challenging demands. To teach means not only to impart what we know, but also to reveal who we are by living what we believe. It is this latter lesson which tends to last the longest"<sup>2</sup> . The Trust recognises the challenge for all Teachers in carrying out their 'work of love' and is committed to nurturing them throughout their professional careers.
- 3.2 Appraisal will be a supportive and developmental process designed to ensure that all teachers have the skills and support they need to carry out their role effectively within the context of the Trust's ethos. It will help to ensure that teachers are able to continue to improve their professional practice and to develop as teachers.
- 3.3 Arrangements for appraisal will be conducted in such a way that employees will be secure in the knowledge that their progress and commitment to the Trust are acknowledged.
- 3.4 Appraisal is a time to celebrate achievement wherever possible, as well as for discerning where there is scope for development. Challenge is at the heart of the Gospels. Christ challenged all whom he encountered, each according to their needs and readiness.
- 3.5 This Appraisal Policy and Procedure offers opportunities to ensure justice for Teachers and pupils alike and has the potential for the expression of Christian qualities such as honesty, self-knowledge, respect for others and their gifts, recognition of the needs and achievements of others, challenge of self and others, personal growth and openness.

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<sup>2</sup> Christ at the Centre – a summary of why the Church provides Catholic Schools – Bishops' Conference and Catholic Education Service.

#### 4. THE APPRAISAL PERIOD

- 4.1 The Appraisal Period will run for twelve months in any academic year from **1 September** to the following **31 August**.
- 4.2 Teachers who are employed on a fixed-term or temporary contract of less than one year will have their performance managed in accordance with the principles underpinning this Appraisal Policy and Procedure. The length of the Appraisal Period will be determined by the duration of their contract of employment.
- 4.3 Where a Teacher starts their employment with the Trust part-way through the schools/academy's usual Appraisal Period, the Headteacher or, in the case where the employee is the Headteacher, the Trust Board shall determine the proportionate length of the Appraisal Period for that Teacher with a view to bringing their Appraisal Period into line with the Trust's usual Appraisal Period (as per Paragraph 4.1 above) as soon as possible.
- 4.4 Where a Teacher transfers to a new post within the school/academy, or any other school/academy within the Trust, part-way through an Appraisal Period, the Headteacher or, in the case where the employee is the Headteacher, the Trust Board shall determine, in discussion with the Teacher/Headteacher whether the Appraisal Period should be re-set and whether the Appraiser should be changed.

#### 5. APPOINTING APPRAISERS

- 5.1 The table below sets out the persons to be appointed to appraise employee performance during the Appraisal Period depending on the employee who is being appraised:

<b><i>Employee Level</i></b>	<b><i>Appraiser</i></b>
Headteacher	A panel appointed by the Trust Board in accordance with Paragraph 5.3 and maybe supported by an External Adviser
Teacher	A person appointed by the Headteacher, usually their line manager. Appraisers will have Qualified Teacher Status and should have received appropriate training for the role.
Trust Central Team appointed on teacher terms and conditions	A panel appointed by the Trust Board in accordance with Paragraph 5.3 and maybe supported by an External Adviser

- 5.2 In carrying out its duties in accordance with Paragraph 5.1, the Trust Board may consider appointing a suitably skilled and/or experienced External Adviser to support the Trust to appraise Headteachers and/or members of the Trust Central Team.
- 5.3 The task of appraising the Headteacher, including the setting of objectives in accordance with Paragraph 6 below, will be delegated by the Trust to a sub-group consisting of the SEL, Chair of the Local Academy Committee and either the Director of School Improvement (Primary) or Director of School Improvement (Secondary). Each sub-group will be supported by the External Adviser appointed in accordance with Paragraph 5.2 above.
- 5.4 The Trust Board may also seek advice from other external advisers including, but not limited to, the Diocesan Schools' Commission.

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5.5 Where it becomes apparent that an Appraiser appointed by the Headteacher will be absent for the majority of the Appraisal Period, the Headteacher may perform the duties of the Appraiser or delegate those duties to another Teacher for the duration of the absence.

5.6 Where a teacher has an objection to the choice of Appraiser, their concerns may be carefully considered by the Headteacher, or where the Headteacher is the Appraiser, the SEL and, where it can be reasonably accommodated, an alternative appraiser will be provided.

## **6. SETTING OBJECTIVES**

### **General**

6.1 Appraisal objectives should reflect the Catholic identity and mission of the Trust and the values it proclaims<sup>3</sup> and Appraisers are expected to explore the alignment of such objectives with the Trust's priorities and plans, working at all times to ensure that the Catholic ethos is preserved, developed and maintained.

6.2 The Appraiser and the employee will engage in a professional dialogue with a view to agreeing a realistic number of objectives which shall be reasonably achievable during the course of the appraisal period considering the professional development aspirations of the Teacher. Objectives may be revised following discussion with the Teacher if circumstances change. The school/academy operates a system of moderation to ensure that all appraisals are carried out in a consistent manner. Objectives will be moderated across the school/academy (and other schools/academies across the Trust) to ensure that they are consistent between employees with similar experience and levels of responsibility. Should the objectives not be agreed, a record of the employee's comments shall be added to the appraisal documentation but the final decision on allocation of objectives rests with the Appraiser.

6.3 The objectives set for each Teacher will, if achieved, contribute to the school/academy's plans for improving educational provision and performance and improving the progress, development and well-being of the pupils at the school/academy. This will be ensured by quality assuring all objectives against the school/academy and Trust improvement plans.

6.4 Objectives, where met, should contribute to improving the progress, development and well-being of pupils at the school/academy as understood in relation to the Catholic nature of the school/academy and so include the academic, spiritual, moral, social, emotional and cultural development of each pupil.

6.5 The objectives set for Teachers will be Challenging, Specific, Measurable, Achievable, Realistic and Time-bound and will be appropriate to the Teacher's role and level of experience.

6.6 The Appraiser will consider the school's/academy's work life balance strategy and the effects of an individual's circumstances, including any disability requiring the implementation of reasonable adjustments, when agreeing objectives and Appraisers will include a review of a teacher's workload in the Appraisal report.

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<sup>3</sup> Such values should include the principles of Catholic social teaching in respect of justice for all, the needs of the whole person, respect for the individual and the community and the preferential option for the poor.

6.7 Following discussion between the Appraiser and the employee, set objectives may be revised by the Appraiser in accordance with the needs of the school/academy and the Teacher, and any such revision(s) to set objectives will be recorded in writing and a copy provided to the employee.

### **Headteacher/Members of Central Trust team**

6.8 In accordance with Paragraph 5, the Headteacher's objectives will be set by the SEL and Trust Board in consultation with the External Adviser before, or as soon as reasonably practicable after, the start of each Appraisal Period. The Headteacher's performance will be measured against the 'Standards' (see Definitions).

### **Teachers**

6.9 Objectives for each Teacher will be set before, or as soon as reasonably practicable after, the start of each Appraisal Period. Teachers' performance will be measured against the 'Standards' (see Definitions) but for the avoidance of doubt, in accordance with Paragraph 7.2, the Standards should not be used as a checklist against which the Teacher's performance is assessed.

## **7. REVIEWING PERFORMANCE**

### **Gathering Evidence**

7.1 In order to review performance, the Appraiser will need to rely on the available evidence obtained in connection with the Teacher's performance. This may include, but is not limited to, classroom observations, task observations, evidence of contribution to the development of the curriculum, reviews of assessment results, reviews of lesson planning records, internal tracking, evidence of good relationships with pupils, colleagues and parents and evidence supporting progress against the Standards. Where possible, the evidence to be obtained should be agreed when the objectives are set, and the Trust acknowledges that Teachers' performance will not be assessed solely on the basis of assessment results.

7.2 For the avoidance of doubt, it will not be necessary for a teacher to provide evidence against each of the Standards. When collecting evidence, the focus will be on using evidence which is readily available from day-to-day practice wherever possible.

### **Observation**

7.3 Observation of classroom practice and other responsibilities is important both as a way of assessing Teachers' performance in order to identify any particular strengths and areas for development and of gaining useful information which can inform school/academy improvement more generally.

7.4 Teachers' performance will be regularly observed but the amount and type of classroom observation will depend on the individual circumstances of the Teacher and the overall needs of the school/academy. All observation will be carried out in a supportive fashion with strengths and areas for development shared as part of developing practice.

7.5 Unless it is not reasonably practicable, at least 5 Working Days' notice of the date and time of the observation will be given to the Teacher and verbal feedback will be provided by at least the end of the next Working day with written feedback within 5 working days.

7.6 Classroom observation will only be carried out by those with Qualified Teacher Status.

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- 7.7 In addition to formal observation, the Headteacher or any other senior leader with responsibility for teaching standards may “drop in” in order to evaluate the standards of teaching and to check that high standards of professional performance are established and maintained. The length and frequency of “drop in” observations will vary depending on the specific circumstances but will be reasonable.
- 7.8 Teachers who have responsibilities outside the classroom should also expect to have their performance of those responsibilities observed and assessed.
- 7.9 All feedback about lesson observations should be developmental.

### **Development and Support**

- 7.10 Appraisal is a supportive process which will be used to inform Teachers’ continuing professional development. The Trust wishes to encourage a culture in which all Teachers take responsibility for improving teaching through appropriate professional development. Professional development will be linked to the school/academy’s improvement priorities and to the ongoing professional development needs and priorities of individual Teachers.

### **Informal Support**

- 7.11 A Teacher’s line manager may identify concerns on an informal basis at any time about any performance falling short of the standard expected by the school/academy and/or the Trust and/or the Trust Board..
- 7.12 A Teacher’s line manager may also provide informal advice and appropriate support which may include training, coaching, mentoring, counselling, monitoring, working in a professional learning community, learning and development opportunities, supervision, occupational health, arrangements for observation of lessons taught by other Teachers at the school/academy or elsewhere or discussing practice with advisory Teachers. These arrangements will take into account the Teacher’s workload and where possible, will not take place in the PPA time.
- 7.13 Informal action could include reaffirming the expectations that the school/academy and/or the Trust has of the Teacher and what support may be provided to help the Teacher to meet those expectations.
- 7.14 Informal action may be recorded in writing and may be referred to at a later stage as evidence of an attempt to address the concerns identified using informal support and the outcome of such attempt. Where any informal support is recorded in writing, the Teacher will be provided with a copy of any written record and will be given 5 Working Days to comment on the report in writing.

### **Alternative Support**

- 7.15 There may be a situation where the Teacher’s line manager and/or the Appraiser considers that a recent promotion or job change has been a contributory factor in any unsatisfactory performance. In such a case, informal support should be provided as described in Paragraphs 7.11 to 7.14.
- 7.16 If such informal support is ineffective, the Teacher’s line manager/Appraiser may offer the Teacher the option of agreeing to voluntarily give up the promotion or job change (providing a vacancy exists and/or meets school need) as an alternative to proceeding with formal action pursuant to Paragraph 9 of this Appraisal Policy and Procedure.

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## **8. ANNUAL REVIEW (PROFESSIONAL DEVELOPMENT REVIEW)**

- 8.1 In reviewing the performance of the Headteacher (or member of the Central Trust team on teacher terms and conditions) the Trust Board may consider consulting an External Adviser in accordance with Paragraph 5.2
- 8.2 Teachers' performance will be formally reviewed in respect of each Appraisal Period by way of an annual review. (Professional Development Review – PDR).
- 8.3 The annual review is the end point to the annual Appraisal Period, but performance and development priorities will be reviewed and addressed on a regular basis throughout the year at interim meetings (which shall be conducted in person or via an appropriate medium depending on the circumstances) which will take place at least once during the academic year. Teacher workload will be considered when determining the frequency of such interim meetings and where possible, they will not take place in PPA time.
- 8.4 The Teacher will receive, as soon as practicable following the end of each Appraisal Period, but normally by no later than 31<sup>st</sup> October for Teachers other than the Headteacher, and 31<sup>st</sup> December for the Headteacher, a written Appraisal Report. The Teacher will have the opportunity to comment on the Appraisal Report in writing.
- 8.5 The Appraisal Report will include:
- (a) Details of the Teacher's objectives for the relevant Appraisal Period;
  - (b) A review of the Teacher's performance of their role and responsibilities against their objectives and the relevant Standards;
  - (c) An assessment of the Teacher's training and development needs and identification of any action that should be taken to address them;
  - (d) A recommendation on pay where that is relevant (*NB – pay recommendations need to be made by 31<sup>st</sup> December for Headteachers and by 31<sup>st</sup> October for other teachers*);
  - (e) A space for Teacher's own comments
  - (f) A record of any concerns and actions taken to resolve these during the year.
- 8.6 A review meeting will take place to discuss the content of the Appraisal Report and the Teacher's written comments in the Appraisal report (if any), to decide if any further action required, including setting a period for review of performance, and to inform objective setting for the next Appraisal Period.
- 8.7 Where it has not been possible for Teachers to fully meet their objectives because the agreed support has not been provided this will be considered in the review meeting.

## **9. TEACHERS (INCLUDING HEADTEACHERS) EXPERIENCING DIFFICULTIES**

- 9.1 It is the Trust's aim, when dealing with a teacher (or Headteacher) experiencing difficulties, to provide support and guidance through the appraisal process in such a way that the Teacher's performance improves and the problem is, therefore, resolved.
- 9.2 Where it is apparent that a teacher's personal circumstances are leading to difficulties at work, the school/academy will aim to establish informally whether the reason is due to ill-health, lack of competence or misconduct. Support will then be offered and/or appropriate action taken as soon as reasonably practicable, without waiting for the Annual Review

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detailed in Paragraph 8. Support could include informal advice and appropriate support which may include training, coaching, mentoring, counselling, monitoring, working in a professional learning community, learning and development opportunities, supervision, occupational health, arrangements for observation of lessons taught by other Teachers at the Academy and/or Trust or elsewhere or discussing practice with advisory Teachers. Support programmes and meetings to discuss support programmes will take into account the Teacher's workload and where possible, meetings will not be held in PPA time.

- 9.3 If an Appraiser identifies through the appraisal process, or via other sources of information, that the difficulties experienced by a teacher are such that, if not rectified, could lead to the Trust's Capability Policy and Procedure being invoked, the Appraiser, the Headteacher or a member of the senior leadership team (as appropriate) will meet with the Teacher to:
- (a) Give clear written feedback to the Teacher about the nature and seriousness of the concerns;
  - (b) Give the Teacher the opportunity to comment on and discuss the concerns;
  - (c) Give the Teacher at least 5 working days' notice that a meeting will be held to discuss targets for improvement alongside a programme of support, and inform the Teacher that they have the right to be accompanied at any such meetings by a Companion;
  - (d) In consultation with the Teacher at the above meeting, an action plan with support will be established (e.g., coaching, training, in-class support, mentoring, structured observations, visits to other classes or academies or discussions with advisory Teachers) that will help address those specific concerns;
  - (e) Make clear how progress will be monitored and when it will be reviewed; and
  - (f) Explain the implications and process if no, or insufficient, improvement is made.
- 9.4 The Teacher's progress will continue to be monitored as part of the appraisal process and a reasonable time given for the Teacher's performance to improve. This will depend on the circumstances but will usually be for a period of between 4 and 8 working weeks, with appropriate support as agreed in the action plan as per Paragraph 9.3 (d) above, in order that the aim of recovering and improving performance can be achieved. During this monitoring period the Teacher will be given regular feedback on progress and arrangements will be made to modify the support programme if appropriate.
- 9.5 At the end of the monitoring period referred to in Paragraph 9.4, if sufficient progress is made such that the Teacher is performing at a level that indicates that there is no longer a possibility of the Trust's Capability Policy and Procedure being invoked, the Teacher will be informed of this at a formal meeting with the Appraiser or Headteacher. Following this meeting, the appraisal process will continue as normal. The Teacher will be given at least 5 working days' notice of such formal meeting and will have the right to be accompanied by a Companion. The outcome of such meeting will be confirmed in writing to the Teacher within 5 working days of the meeting taking place. A copy of the outcome letter must be forwarded to Trust HR.
- 9.6 If no, or insufficient, improvement has been made by the end of the monitoring period referred to in Paragraph 9.4, the Teacher will be invited to a transition meeting with the Appraiser to determine whether the Trust's Capability Policy and Procedure needs to be invoked or whether the appraisal process will remain in place. The Teacher will be given at least 5 working days' notice of such meeting and shall be entitled to be accompanied at the meeting by a Companion. The outcome of such meeting will be confirmed in writing to the Teacher within 5 working days of the meeting. A copy of the outcome letter must be forwarded to Trust HR.

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9.7 Prior to invoking the Capability Policy and Procedure, the Appraiser will seek to ensure that the Teacher has undergone an appropriate period of induction to their role, an up-to-date job description has been issued to them, professional standards and overall expectations of performance have been made clear and the Teacher's performance has been monitored and feedback has been provided.

9.8 Whilst the Appraisal Report does not form part of any formal capability or disciplinary procedures any relevant information from the appraisal process including the Appraisal Report may be considered by those responsible for taking decisions about capability and disciplinary matters. Trust HR advice should be sought in these circumstances.

## 10. APPEALS

10.1 Teachers have a right of appeal against any of the entries in the written Appraisal Report and a separate right of appeal against a decision to invoke the Trust's Capability Policy and Procedure made at a meeting under Paragraph 9.6 above. If an appeal relates to a decision about pay, the employee is referred to the Trust's Teacher's Pay Policy.

10.2 An appeal lodged in accordance with Paragraph 10.1 must be made in writing to the Trust HR Director and lodged within 10 working days of receipt of the Appraisal Report (which will usually be received in the review meeting referred to in Paragraph 8.6) or the letter confirming the outcome of the meeting under Paragraph 9.6.

10.3 The appeal letter must set out the grounds of the appeal in detail.

10.4 An appeal meeting will normally be held within 20 working days of an appeal letter being received by the Trust HR Director.

10.5 In the case of an appeal by the Headteacher (or member of the Trust Central team), the appeal will be heard by a Director appointed by the Trust Board (such individual will be independent of the sub group appointed in Paragraph 5.3). In the case of an appeal lodged by any other Teacher, the appeal will usually be heard by the Headteacher unless they have participated in the appraisal review, which is being appealed, in which case the appeal will be heard by the SEL. In both cases, the Trust HR Director will be in attendance.

10.6 The outcome of the appeal meeting will be confirmed in writing within 5 working days of the date of the appeal meeting. The decision reached following the appeal meeting is final and there is no further right of appeal. The possible outcomes of the appeal meeting are any one or more of the following (as appropriate):

- (a) the entries made in the appraisal report are upheld;
- (b) the outcome of the meeting provided for in Paragraph 9.6 stands and the Capability Policy is invoked;
- (c) the appeal is upheld and any disputed entries in the Appraisal Report are referred back to the Appraiser for reconsideration;
- (d) the outcome of the meeting under Paragraph 9.6 is overturned and the appraisal process will continue as normal.

10.7 Where an appeal is against entries in the Appraisal Report and the outcome of a meeting under Paragraph 9.6, the appeals will be heard together. For the avoidance of doubt, it will

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be possible for the outcome of each appeal, where both entries in the Appraisal Report and the outcome of a meeting heard under Paragraph 9.6 are appealed, to be different.

## **11. COMPANION**

- 11.1 Where a meeting is held in accordance with Paragraphs 9 or 10 above you may be accompanied by a Companion.
- 11.2 You must let the person appointed to hold such meeting who your Companion will be at least one working day before the meeting.
- 11.3 If you have any particular reasonable need, for example, because you have a disability, you can also be accompanied by a suitable helper.
- 11.4 Your Companion can address the meeting in order to:
- (a) put your case;
  - (b) sum up your case;
  - (c) respond on your behalf to any view expressed at the meeting; and
  - (d) ask questions on your behalf.
- 11.5 Your Companion can also confer with you during the meeting.
- 11.6 Your Companion has no right to:
- (a) answer questions on your behalf;
  - (b) address the meeting if you do not wish it; or
  - (c) prevent you from explaining your case.
- 11.7 Where you have identified your Companion and they have confirmed in writing to the relevant person appointed under Paragraphs 9 or 10 that they cannot attend the date or time set for the meeting, the meeting will be postponed for a period not in excess of five working days from the date set by the school/academy/Trust to a date or time agreed with your Companion. Should your Companion subsequently be unable to attend the rearranged date, the meeting may be held in their absence or written representations will be accepted.

## **12 TIMING OF MEETINGS**

The aim is that meetings under this Appraisal Policy and Procedure will be held at mutually convenient times but depending on the circumstances, meetings may:

- 12.1 need to be held when you were timetabled to teach;
- 12.2 exceptionally be held during planning, preparation and administration time if this does not impact on lesson preparation;
- 12.3 be held after the end of the school day;
- 12.4 not normally be held on days on which you would not ordinarily work;
- 12.5 be extended by agreement between the parties if the time limits cannot be met for any justifiable reason.

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### **13 VENUE FOR MEETINGS**

Any meeting held under Paragraph 9 or 10 may be held off the school/academy site to minimise any distress to the employee.

### **14 ASSISTANCE**

Where matters fall to be decided under Paragraphs 9 or 10, the Diocesan Schools Commission may send a representative to advise the Trust.

### **15 REVIEW OF THIS PROCEDURE**

This policy and procedure have been developed utilising a template produced by the Catholic Education Service (CES) in September 2013 and updated in June 2016, May 2018, May 2020 and minor amendments in May 2022 for use in Catholic Voluntary Academies in England following consultation with the national trade unions.

***END OF DOCUMENT***

**THIS POLICY DOES NOT CREATE ANY CONTRACTUAL OBLIGATIONS ON THE TRUST**

*This policy is based upon a template provided by Catholic Education Service – May 2020 version (minor amends May 2022)*

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