

We do have concerns regarding XXXX's ability to successfully complete their induction period. XXXX is continuing to develop a clear and fair consistent method of behaviour management. During lesson observations conducted by senior leaders and departmental learning walks it has been frequently noted that there is a continued lack of pace during lessons and that students are not consistently challenged in their lessons. This often results in a poor climate for learning. (Teaching Standard 1) The SLT on call feature has been utilised by XXXX regularly with Senior Leaders supporting.

XXXX has struggled to form good relationships with several pupils, especially those which are more likely to demonstrate poor behaviour. They have worked hard on trying to build good relationships and often praises pupils which are recorded on the school's online platform. They have also contacted parents in an endeavour to improve these relationships. XXXX should consider tone of voice and body language and try not to outwardly show signs of high frustration. (Teaching Standard 8)

XXXX has the ability to plan lessons to promote progress but has struggled to keep to the timings that have been planned. As seen in SLT lesson observations and departmental learning walks XXXX frequently spends too long on starter activities. XXXX should continue to work on the pace of lessons and also consider their explanations and instructions to ensure that they are clear and not over-elaborate especially with lower ability groups. (Teaching Standard 4)

XXXX has been attending and contributing to department meetings as well as year group meetings. There are no concerns regarding XXXX's professionalism as a teacher.