

This Trust agrees that 'Learning walks' (or other short visits to classes such as drop-ins) will be carried out in accordance with the Trust classroom observation protocol whenever possible.

'Learning walks' may take place in order to collect evidence about effective learning environments and consistency of provision, teaching and learning delivery, evidence of progress and identify or monitor areas for school improvement.

They are intended to be developmental and constructive rather than judgemental and are a whole-school improvement activity.

1. A programme of 'learning walks' will be advised to staff so that they know the date, time and focus of the learning walk and who will be conducting it, so that they can organise their classes accordingly.
2. The purpose or focus of a 'learning walk' should be explained to all relevant staff prior to its commencement. That purpose or focus will not relate to the performance of an individual and should retain a focus on the ongoing learning provision for pupils.
3. 'Learning walks' will be conducted with minimum disruption to staff and pupils.
4. 'Learning walks' will be undertaken in a supportive and professional manner.
5. A maximum of three colleagues will be involved in 'learning walks' at any time.
6. Pupils will not be asked for their views of an individual teacher during 'learning walks'.
9. Those teachers whose classes are visited will be given the opportunity to see any written records which have been made during the 'learning walk'.
10. There shall be no performance evaluation of an individual teachers teaching during a 'learning walk'.
13. Any concerns about the implementation of this protocol should be raised initially with direct line managers by the individual staff member concerned.
14. To ensure that we are meeting our public sector equality duty we will monitor annually the impact of this protocol by reference to the protected characteristics of staff (age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation).

### **Linked documents**

Trust Non-Negotiable Expectations for Teachers and Teaching Assistants  
Performance Management and Capability Policy – Dec 19