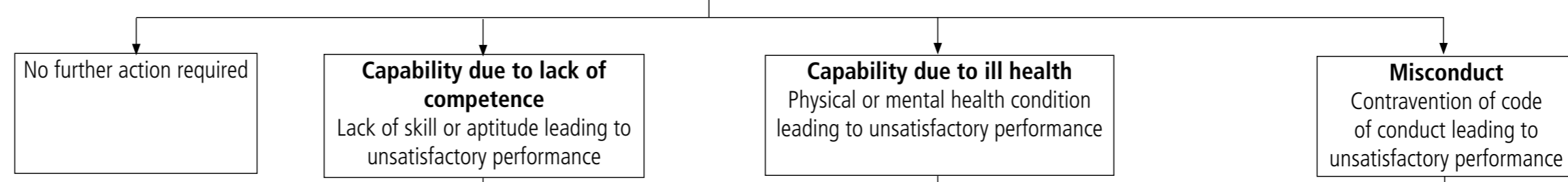
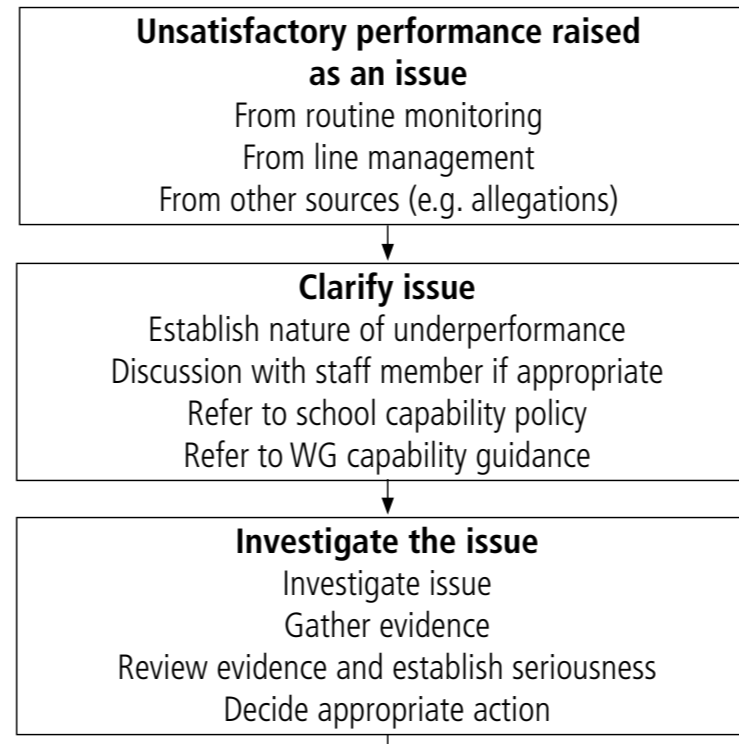


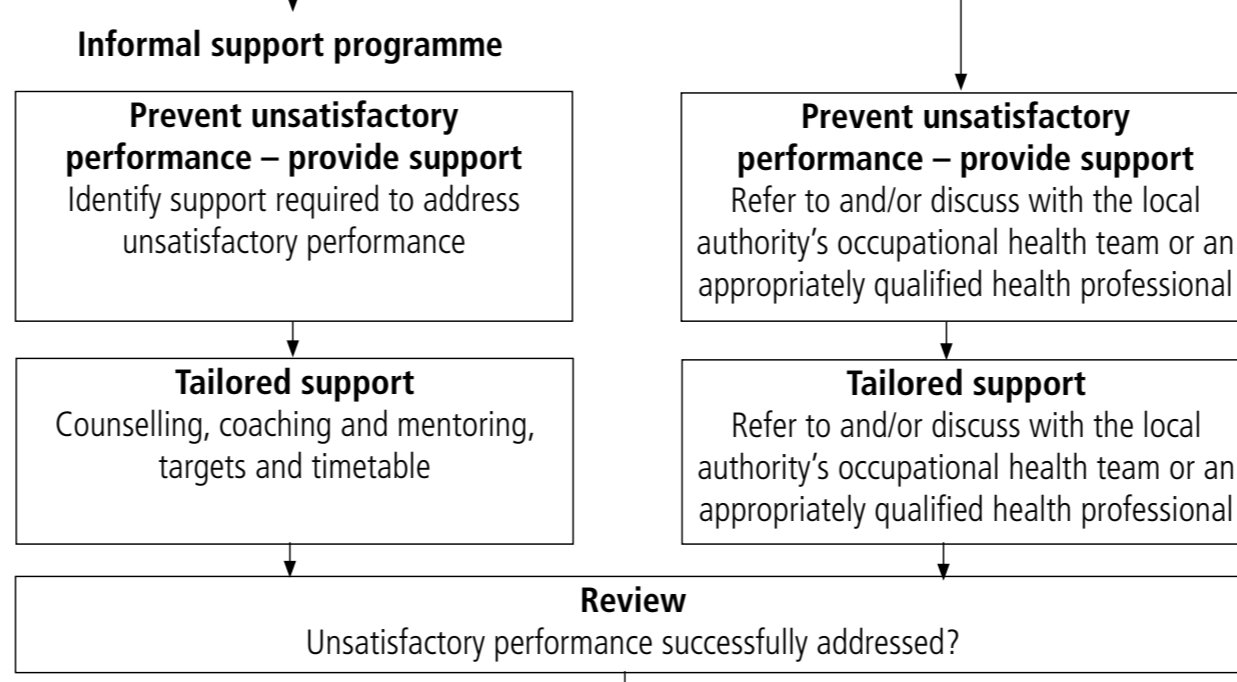
Routine monitoring
 Managing performance: Preventing underperformance
 Effective monitoring and line management
 Early intervention and support
 Appropriate training and support

Refer to:
 School performance management policy
 Appraisal regulations
 WG performance management guidance

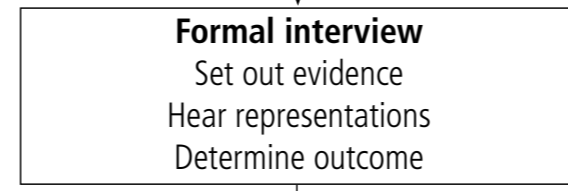
Stage 1a – Identify and investigate



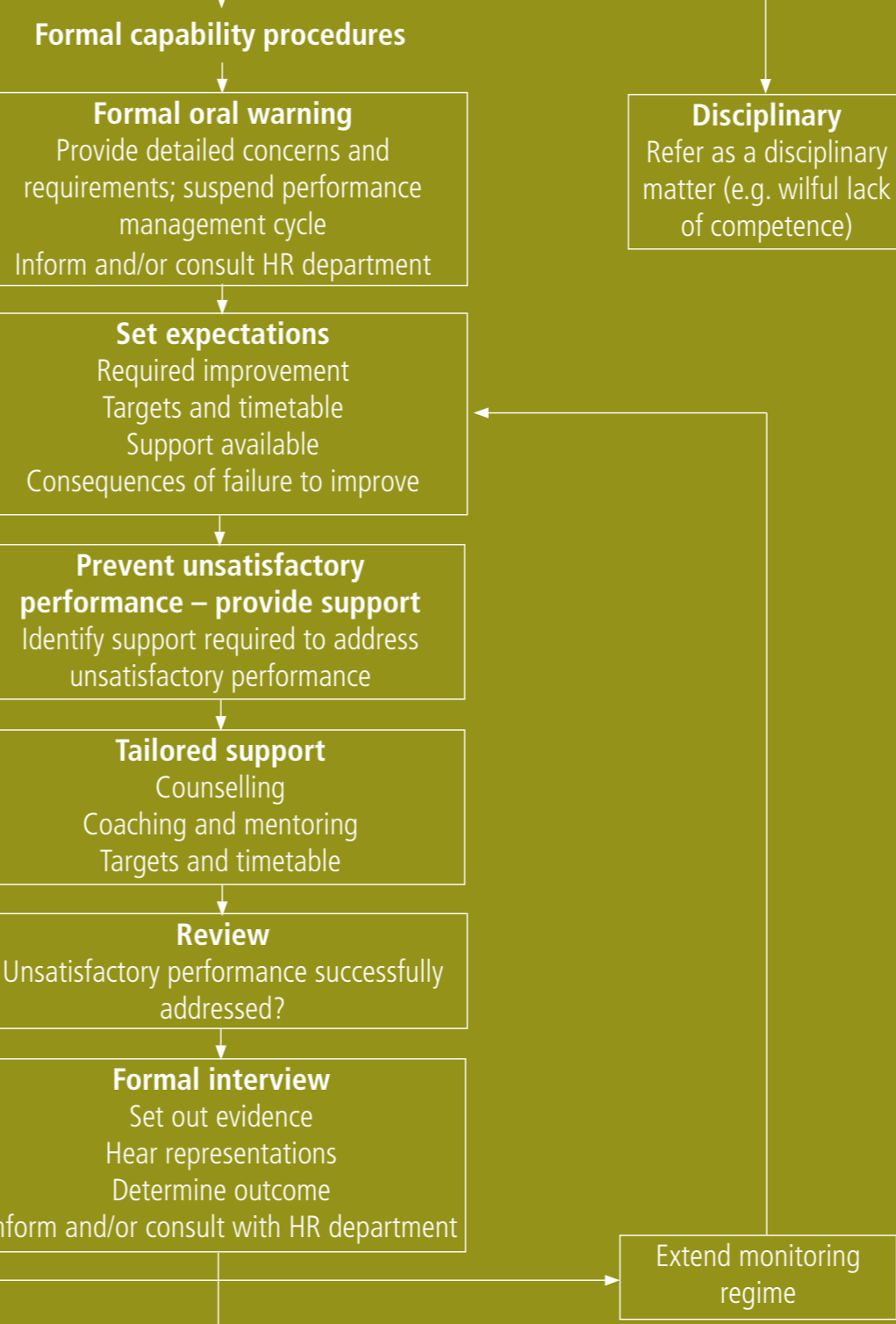
Stage 1b – Informal support programme
 20 to 30 working days



No further action required

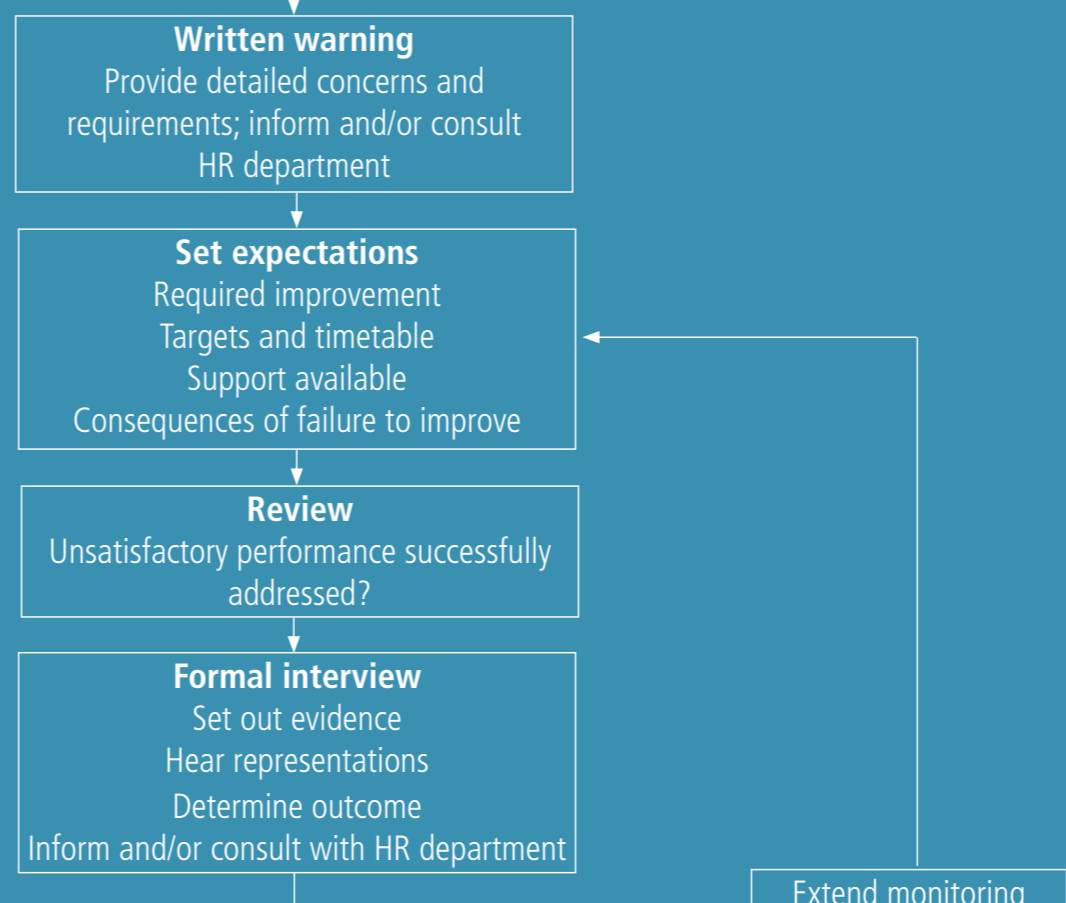


Stage 2a – Formal oral warning
 20 to 30 working days



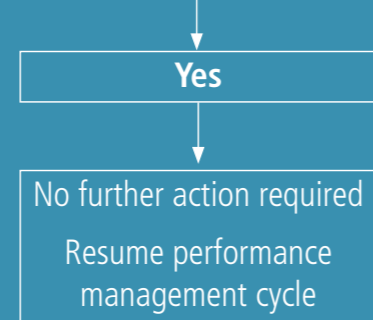
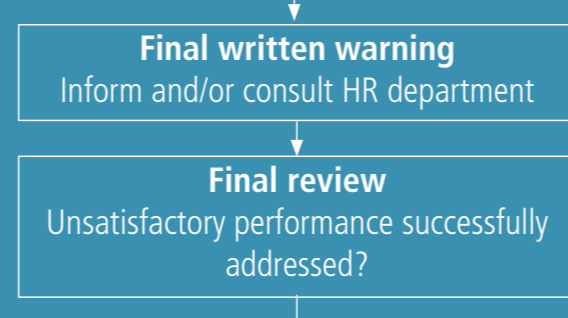
No further action required
 Resume performance management cycle

Stage 2b – Written warning
 20 to 30 working days

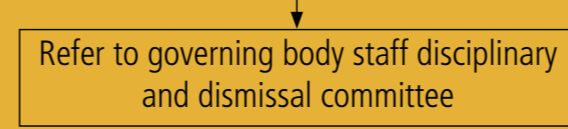


No further action required
 Resume performance management cycle

Stage 2c – Final written warning
 20 to 30 working days



Stage 3 – Disciplinary and dismissal procedures



Stage 1 – Identify, investigate and support

Stage 2 – Action and review

Stage 3 – Disciplinary and dismissal procedures