

The MVP [Implementation Guide](#) provides advice and guidance for each stage of the implementation process. Senior leaders should consider p8-13 in particular, prior to professional learning for their staff team.

Given the current need for professional learning (PL) to be delivered online, some additional considerations and requirements are necessary to ensure the integrity and fidelity of the programme, as well as staff wellbeing and safeguarding.

1. **Staff must complete the pre course module prior to attending online sessions.** The pre course learning is a fundamental part of the PL and must be completed prior to attending. The reflective log should be used throughout.
2. **Staff must attend all available sessions.** If any are missed the MVP national team will endeavour to arrange attendance at another equivalent session to 'catch up'. If this is not possible, staff will have to repeat the PL at another time before being able to support the programme in their establishment.
3. **Staff have the necessary space and equipment available.** To enable discussion and maximise participation, staff should attend in a quiet, undisturbed place and have a working camera and microphone available. *They will be expected to have their camera on for the majority of the PL.*
4. **Staff wellbeing is given consideration prior to attending.** MVP professional learning explores issues such as sexual assault, rape and domestic abuse. Statistics tell us that some staff who attend will have been directly impacted by these in their own lives. It is more difficult online for trainers to ascertain if staff require support or time out as a result of discussions. It is therefore the responsibility of the head teacher, senior leadership team lead or organisation manager to ensure that this is in place prior to staff attending PL. MVP national team trainers will offer support during sessions where possible and will relay any concerns about staff welfare to the local authority lead. Education Scotland safeguarding processes will be followed where necessary.
5. **Pre course and post course survey's must be completed by participants.** These surveys are anonymous and in part, monitor attitude and value shifts that can occur during PL. Should any issues or concerns be identified through responses, the national team will any raise them with the local authority co-ordinator.