

Performance and Capability Statement



Our aim

Elevated Aspirations Ltd® recognises that the effective management of performance is essential if it is to achieve the highest standards of work and engagement with children, young people, adults and families.

An employee's performance will be deemed to be below the required standard when they are unable to satisfactorily carry out the duties of their post, which may be due to a lack of skill or aptitude.

Where poor performance is due to a deliberate or wilful lack of care and attention, or negligence, the Capability Procedure and the Disciplinary Policy & Procedure will be followed.

Where possible, issues of poor performance will initially be handled informally between the line manager/supervisor/key worker and member of staff. Formal action will only be taken where initial action has not led to the improvement required, or where the poor performance is of a more serious nature.