



Staff Health and Wellbeing

Teaching and learning, planning and curriculum

- * Teachers decide the best approach for their students
- * Teaching and Learning policy is co-designed with subject specialists because they know what works best for students and staff in their subjects
- * Schemes of work and resources are provided but not prescriptive. Teachers can adapt them
- * 22/25 periods of teaching per week maximum
- * Form tutors receive an extra PPA lesson a week
- * No pressure to 'put on a show' in lessons. A culture of typicality teaching is reinforced by no lesson gradings
- * Personal coaching available from a team of coaches
- * Staff have the opportunity to join our Teaching and Learning Steering Group—our multidisciplinary approach to teaching pedagogy

Behaviour

- * Everyone has the highest expectation of behaviour, with all staff reinforcing those expectations
- * A clear system of sanctions and rewards which is applied consistently
- * Students who refuse to follow staff's reasonable instructions are removed and placed in the Short Stay Reflection room followed by an hours detention after school
- * Centralised whole school student detentions for failing to meet expectations on Homework, Behaviour or Punctuality

Assessment and reporting to parents

- * Feedback is subject specific, with the aim of reducing marking/assessment for each class
- * Data entry reduced to 4 times a year and is on the calendar at the start of the year
- * SIMs data entry simplified
- * Centrally generated reports for parents

Professional Development

- * Differentiated and personalised CPD programme
- * Individual coaching programme – working with internal and external coaches
- * CPD pathways – NPQML; NPQSL; Aspiring Middle Leaders; NQTs etc.
- * Outstanding Teacher programme CPD
- * Time for staff to put new things into action
- * CPD is delivered as twilight that finishes at 4.20pm, with days off in lieu
- * Non-hierarchical approach to professional development. There are things senior leaders can learn from NQTs
- * Targeted support plans for teachers who are struggling
- * Comprehensive support for NQTs, with dedicated mentors, 1:1 coaching and regular meetings to ensure NQTs pass at a good standard
- * Performance Management is tailored to faculty and individual needs. Data targets are not used punitively but aspirationally



Staff Health and Wellbeing

We work hard, play hard

- * Staff physical activity opportunities provided
- * Free cakes provided periodically throughout the year
- * Providing food for staff at parents evening and on inset days
- * Car Valet on-site (one day a week)
- * Beautician on-site (half-termly)
- * Hairdresser on-site
- * Staff can join Benenden Healthcare
- * Staff can join Costco
- * Regular staff social events in and out of school
- * Opportunities to get involved with the wider life of the school – Duke of Edinburgh; trips abroad
- * Seasonal events for everyone to show their less serious side. e.g. World book day, Christmas jumper day.
- * End of Xmas term and end of Summer term celebrations for staff
- * Staff Xmas party arranged for all staff who wish to attend
- * Staff can access a range of discount deals to help them to save money with Wider Wallet
- * Salary Sacrifice Scheme through the local City Council
- * Access to the cycle to work scheme
- * Access to reflection/prayer room

Practical Working Arrangements

- * Only 2 break duties a week for staff (except Senior Leaders)
- * Senior leadership undertake break and lunchtime duties
- * No expectations of answering emails outside of school hours
- * Streamlining all systems and processes to support the concept of continuous improvement and reduce unnecessary workload
- * No tick box culture – Never do anything unless it's going to make a difference
- * There are no prizes for looking busy or staying late – work in a way that suits you and your family
- * We regularly survey staff to gain their honest opinions on how to improve
- * Open door senior leadership – no concern is ever too small
- * Appointment of Head of Health & Wellbeing to raise awareness and promote Health & Wellbeing in the workplace
- * A named Governor leads on staff work/life balance issues
- * A Work/Life balance policy is in place (2017)

Building Teams/Increasing Interpersonal Connections

- * Staff briefings with Senior Leadership twice weekly for whole school dissemination of news & information
- * A culture of peer to peer praise and thanks e.g. Shout Out Board
- * Random Act of Kindness days
- * Staff operate “Secret Buddy” scheme
- * Free tea/coffee daily at break-time for staff to meet together in the staffroom
- * Advertising charitable activities undertaken by staff such as Movember, Hold onto Our Hearts and Combat Stress, recognising and supporting staff's diverse interests
- * In-House Inclusion magazine acknowledging work and expertise of Inclusion staff
- * Access to Amica Free Telephone Counselling Service