



OUR COMMITMENTS TO ALL STAFF – FOSTERING AND PROMOTING A POSITIVE CULTURE OF UNDERSTANDING & SUPPORT

HEALTH & WELLBEING

- Wellbeing support – Education Support Partnership, In-house Counsellor, Welfare Listeners
- Welfare weeks at the end of each term – no after school meetings scheduled
- School Fitness Suite access
- Staff recreational activities; e.g. Football, Swimming, Baking
- Eye test reimbursement for Display Screen Equipment (DSE) users
- Enhanced Sick pay and Maternity pay
- Free annual Flu-jab
- Tea, Coffee etc. provided in Staff Room
- All staff access to Welbee online toolkit and support materials



CULTURE & ETHOS

- SLT Open Door policy
- Staff social events; Staffroom challenges and afternoon/evening activities
- Staff refreshments provided at Parents'/Open evenings and free lunch on INSET days
- Long Service Awards – enhanced to include 10, 15, 20, 25, 30 & 35 years of service
- Special Recognition Scheme (in Pay Policy)
- Enhanced pension contributions way above employer minimum rates
- Key IT equipment (laptops and Smart TV boards) provided for all teaching staff with expert on-site IT support
- Staff Buddies scheme
- Timetable requests met as far as reasonable
- Rooming supports staff needs as far as possible
- On-site parking



TIME

- Discretionary Days (Paid) – 6.5 days in 2024/25
- End of term finish at 1pm and invitation to free lunch
- Department Autonomy - Assessment
- No written subject reports in Years 7, 8 and 9
- Written subject reports in Y11 and 12 replaced with an additional Parents' evening
- Pastoral reports shared with Tutor, Head of House (HoH) and Head of Year (HoY)
- Off timetable Department Days available



PROFESSIONAL DEVELOPMENT

- Opportunities for career progression via professional development pathways
- Regular supportive professional development and coaching conversations available
- Whole school readers – e.g. Running the Room (Bennett), Boys Do Cry (Pinkett)
- CPD opportunities via organisations such as Challenge Partners & Best Practice Network
- Measured approach to learning walks and drop-ins
- Opportunities to undertake research projects
- Flagship research journal published to support all staff with targeted research pieces
- Enhanced New Staff induction programme

