

### **The Weald School - Opportunity & Community - Our Ethos and Values Every Day**

We want every member of our community to thrive and we believe that signing up to our ethos and values helps us to do this. Here's what it means for staff:

- We believe that you should have opportunities to be stretched, challenged and supported in a welcoming community.
- We know that you have to keep on learning to deliver the best for students.
- We know that students do their best when you believe in them.
- We expect you to be curious about students' barriers to learning and how to help them overcome these.
- We follow evidence-based research in our professional practices.
- We know that students need feedback on their work and that this can take many forms.
- We value your feedback so that together we can continue to make our school better.
- We want you to feel safe enough to take risks and make mistakes.
- We believe that success only comes after hard work.
- We value kindness above all else.

In a recent survey, 90% of staff said that well-being and mental health are priorities for the school.

## **Reasons to Work at The Weald**

### **How do we look after our staff at The Weald?**

1. Friendly and happy staff (many stay for their whole careers)
2. Additional non-contact period on top of PPA time
3. Attending personal appointments (e.g. children's nativities)
4. Well-being activities of choice on every INSET day (e.g. paddleboarding, baking)
5. Devolved INSET day for Christmas shopping
6. Senior leader i/c staff well-being, part of well-being working party
7. Flexible working available for all to apply for (approx 20% of staff are part-time - including middle and senior leaders)
8. CPD is mainly department- and self-led, appraisal is enquiry/research based and not data driven
9. Support walk system led by senior staff every lesson to support staff with behaviour
10. Daily behaviour panel to deal with key incidents
11. Low stakes learning walks with feedback
12. No emails out of working hours (i.e. Mon-Fri, 8-6) and very limited whole school emails (twice-weekly staff bulletin instead)
13. Two key assessments per year group per year requiring data input
14. Expectations for staff fall below 1265 hours' directed time for all staff
15. Discounted staff Christmas event
16. Lunch provided for INSET days and unlimited tea and coffee every day to promote team ethos
17. Discounted membership of gym and swimming pool next door
18. Remote parents' evenings with extended time to allow staff to work flexibly
19. Clear evidence-based T&L strategy supported by clear behaviour expectations
20. Supportive and active Staff Voice group, feeding back directly to HT from each department