

What we offer our Staff

An aspirational culture of learning

- Promotion of 'lifelong learning', amongst pupils and staff alike, to ensure all stakeholders fulfil their potential.
- An embedded 'Woodlands Way' ensuring pupils have the right attitude to learning allowing teachers to teach and pupils to learn.
- A common-sense feedback policy which encourages a growth mindset amongst all stakeholders and facilitates high quality learning.
- A supportive non-teaching Pastoral team to support pupils ensuring classrooms are a place of learning.
- A comprehensive route of career progression for all teaching and associate roles.
- An employee focussed Appraisal programme allowing staff to have ownership of their own development.
- A culture of professional trust that offers staff autonomy to take professional risks as part of their journey for continuous pedagogical development.
- A culture of 'evolution not revolution', driven by the Senior Leadership Team, who work **with** staff to secure continuous improvement across the school through research and innovation.

Support in ensuring staff enjoy good health and are resilient to the challenges faced into the profession

- Additional protected time for planning, preparation, and assessment, exceeding the statutory requirement by at least 1 ½ hours per week, for all teaching staff.
- Generous personal day allowance.
- Access to a 24/7 GP service.
- Access to mental health support for staff, including external supervision for the Pastoral Team.
- Access to Occupational Health professionals.
- Access to Lifeworks Employee Assistance Programme.
- Annual free on-site flu vaccinations.
- Eyesight testing (subject to VDU testing).
- Access to onsite gym facilities.
- Cycle To Work Scheme.
- Designated Central Teams to deal with HR, finance, IT, premise and reprographics requests/issues.
- An open-door policy and supportive Senior Leadership Team who welcome staff feedback in improving the provision offered by the school.
- Staff led wellbeing incentives and social events that foster a sense of community.

Opportunities for continuous Professional Development

- Evidence informed professional development programme, which is personalised to the individual, gives opportunities to work collaboratively and protects time to embed training into practice.
- Extensive CPD menu, comprising of a wealth of internal and external opportunities, that staff are free to choose from according to their area of need.
- Bespoke NTP (New to the Profession) programme for ATP (Aspiring Teaching Practitioners), ITTs (Initial Trainee Teachers) and ECTs (Early Career Teachers).
- Coaching Programme delivered by experts in specific pedagogical and pastoral areas.
- Access to all Subject Specific Associations.
- Action Research projects, accessible to all staff within the school.
- Trust wide CPD opportunities to support with both pedagogical and leadership development.
- Additional support for staff who work for the exam boards as markers.
- Support to complete National Professional Qualifications.
- Wealth of opportunities to lead CPD activities.

Be excellent

- Support to become Outstanding Practitioners who possess expert subject and pedagogical knowledge, to facilitate excellent pupil progress.
- Detailed curriculum guidance and access to a wealth of T & L resources, both internally and externally produced, to support with effective lesson planning and delivery.
- A centralised sanction system to ensure teachers can focus on being excellent teaching practitioners.
- Collaborative culture where staff are encouraged to share effective practice and lead others in their learning.
- Track record of accelerated career progression, with staff regularly being promoted to leadership positions both internally and externally.

