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**NO FORMAL LESSON OBSERVATIONS**

We don’t make colleagues undertake formal lesson observations. There are not a good representation of their day-to-day work. Instead of this all monitoring of lessons by any school leader is done informally, through learning walks and coaching.

**YOUR WELLBEING MATTERS!**

* Free Counselling Service
* Employer perks package through Perkbox, which you can access through United Hub, or via the Perkbox app
* Christmas and summer nights out
* Free tea, coffee and juice
* Free laptops for all staff

**STAFF CONSULTATION MEETING**

All staff meet once per term, without SLT present, where they can bring up anything they wish to without fear of identification or retribution.

**CULTURE OF RESPECT**

This applies to all interactions between students:students, students:adults and between adults themselves. This atmosphere and way of working pervades the school and staff hold each other to account on this. No staff should ever shout, use sarcasm or belittle young people. This generally makes for a pleasant working environment rather than an angry or febrile one. This in turn reduces stress and anxiety.

**LESSON EXPECTATIONS ARE HIGH**

Everyone who is part of the GPA community should have high expectations of themselves, their work and of those around them. We all work in a thriving learning community with a positive atmosphere that supports this ethos.

**PROFESSIONAL DEVELOPMENT MATTERS**

Bespoke CPD Programme – all staff CPD is based around staff need, as identified at PDR time and through informal monitoring. No data based PDR objectives – no objectives are set that relate to the data performance of students or groups of students.

**ULT STAFF SURVEY**

United Learning conduct an anonymous survey each November. This gives staff the chance to answer structured questions but also comment in prose on their working life. This is always taken into account in senior team planning.

**A VALUE DRIVEN SCHOOL**

At GPA we do not need rules to enforce our ethos. Instead we have four values, chosen by the children that help make the school the amazing place that it is. By teaching and supporting children and staff alike to follow these values we are able to achieve the best from everyone.

**ACCESS TO WELLBEING TEAM**

The school has created an experienced staff wellbeing team to support all staff.

**ACCESS TO LEADERSHIP TEAM**

The schools leadership team operate an informal open door policy for all staff to discuss any issues, both professional and personal.

**8 INSET DAYS**

All UL schools allow additional INSET days over the state sector. 3 of these are dedicated solely to allow teachers planning time. The school also builds in other planning opportunities during a school term.

**EMAILS**

No emails (except safeguarding) are sent after 6pm on weekdays or at all on weekends unless agreed in advance. It is staff’s choice if they read and send emails.

**We take a firm view that staff are professionals in their classrooms and offices, therefore we provide training in accordance with this. We support staff to use their time efficiently and effectively, so it has a real impact on the students and families of the academy. We ensure staff workload is taken seriously and issues are acted upon promptly when raised or discovered.**