

## Staff Well Being

In addition to the benefits of working in a school that is genuinely child centred and whose staff culture is based on openness, support, collegiality and shared ownership...

- Clear directed time arrangements, 16 hours under the 1265 hours inc 'trapped time'
- Flexible Working Policy allows for dependents, sports days assemblies
- Teacher's pension contributions and Non-Teacher's local government scheme (including life assurance)
- Free gym use in school or reduced subscription at North Lincs leisure facilities including the Pods (gym, swimming pool, classes) and Cycle to Work Scheme
- Regular TES Pulse Survey with action based on the feedback & TES magazine
- Appraisal is success criteria based, not number based
- QA is developmental with quality CPD opportunities, Fred Gough Drop-Ins, Rosenshine Coaching Pairs, Teaching WalkThrus and 'Aspiring to be' courses
- Free North Lincs Counselling for all members of staff
- Full time reprographics person to complete printing requests
- AI working group seeking to further reduce workload (planning, preparing, assessing)
- A large group of valued LSAs that are empowered to support learning in and out of the classroom
- Only SLT on call every lesson, every day
- The vast majority of teachers have their own classroom
- Each teacher is provided with a laptop
- Admin support for each department
- Shorter reports three times a year, no tutor comments, except Y11