

- A core focus on Learning and Teaching: it is the most important thing we do
- Designated PPA time: your time is precious and we want to protect it
- Comprehensive CPD: we invest in your professional development
- Senior and Middle Leader programmes to develop teachers into future school Leaders
- A designated Staff Association to ensure staff feel valued and supported, also allowing opportunities to give critical feedback
- A culture of distributed leadership and an Extended Leadership Team to avoid micromanagement
- Low Stakes observations that focus on development and enhancing teaching practice
- An appraisal system focused on CPD and developing high quality teaching; all within an embedded culture of collaboration and sharing best practice
- Access to an external counselling and support service for mental health and well being
- One fully paid emergency family day per year if needed
- Two weeks' paternity instead of one
- No written reports; we want you planning great lessons not doing paperwork
- No formal lesson plan formats or rules about submitting them
- Dedicated ICT support on site
- Meetings that focus solely on Learning and Teaching
- Trust: a leadership team that trusts you and is not 'Ofsted focused'
- Staff offers and discounts through the 'Wider Wallet' scheme
- MA offered with contribution to funding
- Chromebooks supplied for every teacher with full access to Google Drive and Apps



- Transparency: autonomy is given to teachers - no random 'check-ups'
- Regular staff social events and a variety of whole staff celebration evenings throughout the year
- A comprehensive development programme for trainee teachers and NQTs
- Frequent external CPD and training through our MAT programmes
- All meetings calendared to one day of the week so you are not meeting every day after school
- Admissions criteria: employee's children have amended admissions criteria
- A history and culture of staff development; the current Headteacher joined as a trainee and a significant number of staff have 'climbed the ladder' at Glyn or within the Trust
- Staff Sports: regular staff sports events making use of our 3G pitch
- Opportunities to collaborate and progress within GLF - taking on a wider role across the Trust
- Expectation of 7am-7pm communication etiquette and no emails at the weekend
- Number of data drops carefully considered and calendared appropriately to support staff
- Career development meetings with the Headteacher regularly offered
- A sensible marking policy in which the entire book does not need to be marked
- Fully research based Learning and Teaching strategy - not just the latest 'gimmicks'
- A culture of coaching - staff collaborate, support and develop one and other
- A school that values everyone and firmly believes that a culture of positive relationships should be the bedrock of an organisation; we want you to love teaching and our students to love learning

Learn • Achieve • Enjoy • Succeed