



# The Chantry School

Why you should come and work  
with us

**Excellence in all, Excellence for all**



## Delightful Pupils

Pupils are keen to learn and strive for the highest standards, thus creating a rewarding teaching environment.



## Professional Development

An investment in your career aspirations, with leadership development pathways and tailored CPD opportunities.



## Collaboration

Opportunities to collaborate and share best practices, both departmentally and school-wide.



## Reducing workload

A commitment to work-life balance, with mindful emailing policies and workload considerations.



## Wellbeing

A welcoming, well-resourced environment, with free tea, coffee, and discounted gym memberships to support your well-being

Joining The Chantry School means becoming part of a **supportive and inclusive community** where **staff well-being, professional growth, and collaboration** are at the heart of everything we do. We are committed to empowering our team with opportunities to develop, innovate, and make a real difference in the lives of our pupils.



01886 887100



[headteacher@chantryschool.com](mailto:headteacher@chantryschool.com)



[www.chantryschool.com](http://www.chantryschool.com)

# PROFESSIONAL DEVELOPMENT

## Professional Development at The Chantry School

The professional development programme at The Chantry School includes:

- **Ongoing Training:** Regular CPD sessions to refine teaching practices and stay updated on research.
- **Collaboration:** Opportunities for peer observations, mentoring, & sharing best practices.
- **Leadership Development:** Pathways for aspiring leaders to develop leadership skills.
- **Focus on Impact:** CPD aligned to the school's goals to enhance teaching quality and pupil outcomes.
- **Research:** Emphasis on evidence-based, effective strategies to improve classroom practice.

Professional learning and support are essential to effective teaching, ensuring educators remain equipped with the latest instructional strategies and educational research.



Continuous development refines skills, fosters motivation, and enables staff to meet diverse pupil needs, enhancing engagement and achievement. A supportive environment encourages collaboration, allowing teachers to share best practices and deliver a consistent, high-quality educational experience.

A well-defined Teaching and Learning (T&L) strategy is crucial for systematically improving outcomes. By providing a framework for consistent, evidence-based practices aligned with educational goals, it ensures effective teaching methods that enhance pupil learning. It promotes high expectations for both teachers and pupils, fostering a culture of ambition, excellence, and continuous improvement, while supporting academic performance and collaboration.

## Our well defined T&L strategy ensures...

- Improved pupil outcomes and a high-quality educational experience.
- Enhanced teaching quality through ongoing training and support.
- Consistency in teaching aligned with the school's pedagogical approach.
- Collaboration among teachers to share best practices and support growth.



### Professional Development framework:

Our professional learning framework is underpinned by:

1. Clear 'time and space'.
2. A focus on building and enhancing knowledge and expertise.
3. A focus on inbuilt reflection time.
4. Ensure consistency across classrooms.
5. Remove obstacles for teachers.
6. 'Every minute counts' to ensure training is productive and not wasted.
7. Support a cultural sense of collective responsibility.



### To ensure successful professional development we have...

- Whole-school focus balancing priorities, departmental needs, and teacher autonomy.
- TLR roles to support teaching and professional growth.
- Systems for continuous improvement and pupil outcomes.
- Regular reviews for effective implementation.
- Access to external resources.
- Opportunities for sharing best practices.
- Focus on workload and staff well-being.

## LOOKING AFTER OUR STAFF

At The Chantry School, we believe that the well-being, professional development, and sense of belonging of our staff are at the heart of creating an exceptional learning environment for our students. We are committed to fostering a workplace culture that supports and values every member of our team, recognising that the strength of our school community is rooted in the dedication, expertise, and passion of our staff.

Our approach to staff care is built on five key principles: **well-being, mental health, efficiency, voice, and growth.**

## DRIVING DOWN UNNECESSARY WORKLOAD

We reduce unnecessary workload by streamlining practices, offering CPD on efficient teaching strategies, and easing admin tasks through **reprographics, mindful emailing, and timely IT support.**

# STAFF WELLBEING

## PRIORITISING STAFF WELL-BEING

We understand the importance of supporting the overall well-being of our staff and aim to:

- Empower staff to take responsibility for their own and others' well-being;
- Encourage a healthy work-life balance and promote its benefits;
- Arrange **optional well-being activities** during the working week on an ad hoc basis;
- Gather feedback regularly through staff **surveys** to make timely improvements.

Staff well-being is further enhanced by practical measures such as freely available **tea and coffee, reduced-cost gym memberships,** and a commitment to minimising additional pressures. For example, teaching staff are released from **Year 10 and Year 11 mock exam invigilation,** and we maintain **minimal cover requirements,** supported by **three cover supervisors,** to balance workload and timetable demands. For support staff, we **accommodate 'in school' work completion** requests and utilise surplus cover to meet additional needs. Staff are also free to leave the site during non-teaching periods, fostering trust and flexibility in the workplace.



**PRIORITISING MENTAL HEALTH**

We recognise the importance of mental health and aim to create an open and supportive culture by:

- Tackling mental health stigma and promoting understanding;
- Managing staff absence in a supportive and fair manner, giving equal consideration to mental and physical health;
- Fulfilling our legal duty to minimise risks associated with work-related stress;
- Providing access to mental health support through the **Employee Assistance Programme**.

**STAFF WELLBEING**

**GIVING STAFF A VOICE IN DECISION-MAKING**

We ensure that all staff have opportunities to contribute to the school’s direction by:

- Responding to staff suggestions with clear explanations of decisions;
- Operating an open-door policy for staff to meet with leaders and senior school staff to share ideas or concerns;
- Consulting staff on fundamental changes to policies and procedures.
- Regular forums provide further opportunities for collaboration, discussion, and collective decision-making.

**SUPPORTING COLLABORATION AND GROWTH**

We foster a positive and inclusive environment that promotes collaboration, teamwork, and opportunities for personal and professional development. Through regular review and refinement of our practices, we ensure that staff feel appreciated, motivated, and equipped to excel in their roles.

