**How we look after our staff**

We know that working in schools can be challenging as well as rewarding. Looking after and investing in our staff means our pupils will get the support and help they need to succeed.

We know that a great teacher is the single biggest factor in determining excellent student outcomes. We invest heavily in thinking about what great teaching and learning looks like and how we support our teachers to get better every day.

We aim to work smart and have robust systems and processes that aim to reduce workload and allow us to focus on the important tasks that will make the biggest difference to the children. We aim to do so by building a school community which is vision and values led, where a warmth of hospitality matters as part of our commitment to achieving excellence for all.

Wellbeing:

* Highly supportive Bennett community atmosphere
* Clear whole school behaviour systems that are implemented by all so that teachers can teach and students can learn
* Visible and supportive leadership team presence around the school at all times
* Centralised detention systems run by senior staff
* Large teaching teams to support the learning and behaviour of students
* A pastoral system that supports staff as well as students, including access to a school chaplain and a school nurse
* An annual staff survey where we listen carefully and respond to the views of staff
* A school culture that takes the time to say thank you to colleagues
* After school meetings that finish by 4.45pm
* Free breakfast, tea and coffee
* Free annual flu jab
* Weekly tea and biscuits with the chaplain
* Chance to take part in weekly staff sports

Staff development:

* Leadership planning time to help drive forward whole school initiatives
* Part of the Tenax Schools Trust (TST) leadership networks (including for SEND) to ensure that staff are informed about the most up to date and effective practices
* Weekly professional development and fortnightly coaching for all staff, which allows all teachers to develop their practice continuously
* Regular dop-in support sessions for all new staff
* Supportive line management structures
* A supportive environment to grow your career and help you achieve your goals. Through being part of TST you will have access to school, trust and national networks of expertise including a Teaching School hub and the chance to work with and support other schools

Other:

* A large school site with lots of green spaces and trees
* Membership of the Kent Rewards scheme offering discounts from a wide range of national and local retailers
* Reserved admissions allocation for the children of Bennett staff