

What we do at Walthamstow Academy to promote staff well-being



Teaching & learning, planning and curriculum:

1. The teaching and learning policy and guidance we provide is developed collaboratively with HODs because they know what works for their subject.
2. There is no need to write detailed lesson plans of any kind. They are of course appreciated for observations.
3. Although detailed schemes of work and resources are provided, they are not prescriptive and teachers can adapt these however they like.
4. At least 4 non-contact hours a week for planning - more than is stipulated in teachers P&C.
5. Postcards are used to recognise hard work and effective teaching and to give immediate, private and honest coaching.
6. No cover is given to teachers, except in an absolute emergency.

Behaviour:

1. Centralised detentions mean that no one is required to set and run their own detentions.
2. Teachers deserve to teach disruption free lessons every minute of every day, so we have a clear behaviour policy to allow for this.
3. No judgement is made upon teachers who apply the behaviour policy.
4. Everyone has the highest expectations of behaviour, with all staff (not just teaching staff) reinforcing these expectations.
5. The behaviour policy is consistently applied so that staff do not need to battle or negotiate with students.
6. Line up after any unstructured time makes for a calm entrance and start to lessons.
7. Senior Leadership are very visible and walk about during every lesson of the day.
8. All staff 'own' their corridors to minimise any issues.
9. Senior Leadership are on break and lunch duty every day.
10. We have our own cover supervisor team so behaviour is consistently good.
11. Consistency with cover means that you know that all students will attempt the cover work you set as a teacher.
12. Serious behaviour incidents require minimum input from teachers to resolve issues so that relationships are restored before the next lesson.

Assessment and reporting to parents:

1. Marking is for one audience and one audience only; the students.
2. We don't tend to mark books. We give whole class feedback, identifying misconceptions and re-teaching students.
3. Data is never required unless it is going to be used.
4. No detailed reports need to be written.
5. Parents' Evenings and events start early and finish early so you can go home.

Professional development:

1. CPD is tailored specifically to staff needs, based on their feedback.
2. 3 extra days are given per year, specifically for planning time.
3. All new members of staff are invited to the United Learning 'Best in Everyone' residential conference to welcome them to the group and highlight the development opportunities available.
4. A leadership residential takes place each year to focus on team building and sharing expertise.
5. The National Qualification of Middle Leadership is offered, free of charge.
6. The National Professional Qualification for Senior Leadership is offered, free of charge.
7. We have an open approach where we all learn from each other.
8. We network within Waltham Forest and across other United Learning schools to share expertise and resources, saving time and sharing expertise.
9. In house experts share educational practice.
10. We have meetings, with those that do take place doing so when they are needed, not just because they are on the calendar. They always finish on time.
11. Briefings are kept succinct and purposeful.

12. Comprehensive support is in place for NQTs, with dedicated mentors, regular meetings and study visits.
13. Performance management is tailored to individual and department needs.
14. Support and CPD is available for staff at all stages of their career.

Work-life balance:

1. If you have a term of 100% attendance you win a 'Golden Ticket' to spend a half-day as you please.
2. Flexible working requests are agreed if it works for the school and the individual
3. There are no prizes for looking busy or staying late – work in a way that suits you and make time for yourself and your family.
4. We have no expectation that you answer emails outside of school hours.
5. There is a no tick box culture. We never do anything if it is not going to make a difference.
6. We are constantly streamlining systems and processes so they take less time.
7. Staff surveys are carried out to get honest opinions on how to improve.
8. Members of the senior leadership have an open door. No problem is ever too small.
9. Health and fitness opportunities such as the use of the gym and participating in table tennis tournaments or weekly football are on offer.
10. There are countless opportunities to get involved with extra curricular activities and international visits.
11. We are signed up to Perkbox to offer significant discounts with major retailers to all staff.
12. Gym membership discounts are available to promote a healthy lifestyle.
13. We offer the Cycle2Work scheme to help the environment.
14. If necessary staff can have their post delivered to school.
15. Every member of staff can nominate a 'Staff Member of the Week' and the winner is rewarded. This creates a culture of saying thank you and being recognised.
16. Requests for absence for any reason are almost always granted unless there is a very good reason not to.
17. We use twilight CPD to ensure a slightly earlier finish date in the summer.

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