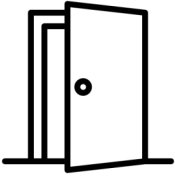


WELLBEING@RMA



Whole class feedback over individual book marking.



SLT Open Door Policy at all times including urgent emails.



Staff are valued as experts in their field and trusted to drive forward curriculum developments.



No requirements to produce lengthy tutor or subject annual reports for parents.



A culture of collaboration. Staff supporting each other and working together.



Dedicated classroom wherever possible for teaching staff.



Opportunities for career development always considered and talent nurtured.



On site free parking.



Data capture in line with DfE recommendations. Not over burdening.



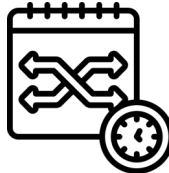
Free telephone counselling service available to all staff.



One low stakes, supportive lesson observation per year (rather than three) based on professional curiosity with no grading of lessons and the opportunity for staff to present further evidence to support overall evaluation at the time of feedback.



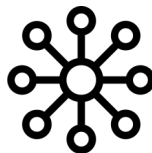
Subject- based Professional Learning, targeted and purposeful with input from professionals and experts. Always research driven.



Flexible and part-time working supported.



Clear classroom routines and expectations that allow teachers to teach so that no time is wasted.



Centralised detentions for behaviour issues, homework and persistent lateness.



Calendar pinch-points monitored and reviewed regularly by SLT and amendments made in response to staff feedback.



Regular staff social events, staff breakfast and opportunities to eat cake.



Annual subsidised flu jab for all staff available on request each winter.



No formal lesson plan formats or expectations about submitting them to SLT.