

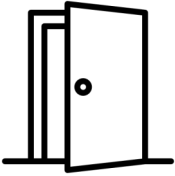
WELLBEING@RMA



Whole class feedback over individual book marking.



No formal lesson observations or grades. Learning walks conducted supportively so that feedback is meaningful and precise.



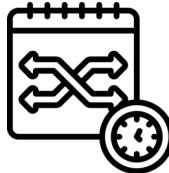
SLT Open Door Policy at all times including urgent emails.



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



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



Flexible and part-time working supported.



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



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



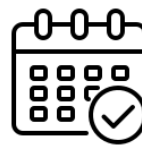
A culture of collaboration. Staff supporting each other and working together.



Centralised same day detentions for behaviour issues, homework and persistent lateness.



Dedicated classroom wherever possible for teaching staff.



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



Opportunities for career development always considered and talent nurtured.



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



On site free parking.



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



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



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



Free telephone counselling service available to all staff.