



Staff Benefits – Working at Richard Hale School

The staff survey in June 2023 showed that:

- 96% of staff enjoyed working at the school
- 94% of staff felt that leaders were considerate of their wellbeing and workload
- 99% of staff were proud of the work the school did to support students during lockdown
- Staff absence is very low, 3% absence rate over the year 2021-22 and 2022-23.
- Staff retention is high, staff leave for promotion, relocation or retirement. We are fully staffed for 2023-24.

At Richard Hale we have an environment where we work together to improve the working conditions for all staff. We have an active wellbeing group which works to gain feedback and suggestions from staff to make further changes to improve these for staff.

We offer:

- A supportive working environment
- An extensive CPD programme to meet your individual needs and aspirations
- Opportunities for collaborative working within departments and across the school
- The opportunity to add your own contribution to the school.

By working at Richard Hale these are some of the benefits that you will have access to:

Workload

- We track directed hours each year to ensure it is below the 1265 hours and look at how these can be reduced further to improve the work-life balance of teachers.
- Teachers are permitted to leave at 2.30 each day if they do not have a lesson P5, a meeting after school or not required in school.
- We continue to do parent evenings on-line as this ensures staff finish at the designated time, staff can complete these at home or in school if they prefer. 99% of staff supported these being held on line in the staff survey in 2023.
- The number of data entry points have been reduced and the amount of data that is collected from staff.
- Teachers no longer write tutor reports at the end of each year.
- Lesson observations are developmental.
- Learning walks and other monitoring activities do not require any documentation to be created in advance.
- Teachers going through threshold do not need to produce a lengthy document to apply for this. It is managed through the appraisal system and an expression of interest which outlines the UPS standards achieved.



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- A Reprographics Officer is employed to support teachers with the preparation of resources and displays.
- We are considerate with staff for medical appointments, we ask staff to make all general appointments outside of the school day, but for hospital appointments we always support if we can.
- We give staff time off for personal events where possible. We help staff with this where we can.
- Support staff have an additional day of holiday each year as their birthday day, which can be taken at another time in the year.
- We clarified arrangements for rare cover and introduced a system of paid cover for staff who volunteer to do additional cover through the year.
- Staff can volunteer to run sports fixtures on Saturday mornings and are paid for these.
- New Servers were installed and computers in each room were upgraded in summer of 2019. This is being further developed in 2022 and 2023, with new machines being installed for staff across the school.
- We use outlook which also has allowed all staff to download and use Microsoft Office on 5 machines at their homes free of charge.

Continuing Professional Development

- We have developed our CPD programmes to make them more personalised. Teachers are involved in personalised CPD projects through the year, allowing them to focus on the areas of their practice that they believe will have the most impact in the classroom.
- We promote individual CPD courses, with staff able to engage with internal and external CPD to develop their understanding further, this includes curriculum and exam board courses, engagement with organisations like the historical association for example in order to personalise CPD as much as we can.
- We support staff who are studying for Masters Degrees and external qualifications financially and with time where this is required and possible.
- We work with another local school to provide CPD opportunities at Middle Leader Level so Heads of Department can discuss and support each other in developing curriculum for example.
- We run high quality leadership courses for staff at every level, aspiring pastoral and curriculum leader courses and an aspiring Senior Leadership course is available.
- We have engaged with the latest Government National Professional Qualifications. We have a number of staff who are engaged with these at every level next year.
- Staff Induction is focussed on support for staff joining the school. An induction programme is run by a member of SLT who has a responsibility for this.
- All Early Career Teachers have designated mentors with protected periods for mentoring. We work with the Alban TSA for the delivery of the training for new teachers.

Wellbeing

- The staffroom has been improved with a refurbished kitchen area and furniture. It has been fully re-decorated.



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- Free Tea, Coffee and biscuits are available in the staffroom for staff at all time. Tea and Coffee is also available in the dining room at break and lunch for staff.
- A new sports hall has been built in 2022 and staff are able to use the fitness suite before and after school for their personal use. Lockers are available in the sports hall for staff to store their kit.
- We provide free flu vaccinations for staff.
- Staff can access support through our Human Resources such as Occupational Health and counselling support.
- All staff are provided with a meal on inset days to enable staff to socialise together on these days.
- Social events are organised and supported by the school.
- All staff have a free Christmas Lunch through the school dining room at Christmas.
- Staff are provided with refreshments for events throughout the year such as parents evenings, open evenings etc.
- Childcare vouchers are available through the school.
- Staff are given free tickets to all events in school such as House events, School productions, music events etc.
- Personal parcels can be delivered to the school to help with deliveries for staff.

We are always keen to develop and improve our wellbeing provision for staff and welcome any suggestions in order to improve workload and wellbeing further for staff.