

Bishop Ramsey CE School Staff Wellbeing and Development



Here at Bishop Ramsey we aim to nurture each member of our community and the wellbeing of staff is a high priority. Our drive to increase staff participation in developing their own wellbeing has resulted in the creation of a 'Staff Forum' as the main vehicle for discussing and improving morale. In addition we are currently working towards achieving the Wellbeing Award from Optimus Education.

Some examples of the sort of thing we offer and our staff value at Bishop Ramsey are listed below:

- **Weekly Staff Breakfast** – Staff are invited to attend breakfast from 8am in the hub each Wednesday morning where they can start the day with a chat and a range of different breakfast options provided by AIP - our caterers with bacon/sausage sandwiches featuring on the first Wednesday of each month.
- **Head of Faculty Breakfasts** – once a month HOFS join together for breakfast to discuss how things are going and what support can be given to help them to perform their roles more effectively. HOFS value the time to meet informally and share ideas.
- **Cake Days** (includes a healthier option!) We provide cakes, fruit, nuts etc. for staff on a number of days throughout the year – just for fun. A chance to meet up and enjoy a snack (healthy or otherwise).
- In some years we have closed the school for an **Occasional Day** during the autumn term on which staff have undertaken a vast array of activities e.g. Christmas shopping, trips abroad etc. This day is attached to a weekend to enable staff to take full advantage of bargain travel deals outside the school holidays.
- Cycle to work scheme.
- Childcare vouchers.
- Our **Employee Assistance Provider** (CiC) is an independent, confidential advice service, providing practical advice or emotional support. This service can support staff with personal issues ranging from debt advice to face to face counselling and is paid for by the school so is free to staff and sometimes to dependants.
- **Let's Get Talking' initiative** encourages staff to share good practice and ideas for development. This can happen through weekly staff briefings via tips on BYOD and examples of effective feedforward, the staff bulletin or less formally through chatting in the staffroom.
- **Buzz Nights** - each faculty takes it in turns to organise a social event for anyone in the school that would like to attend. The events happen half termly and are a good way to get to know and talk to staff outside of the faculty area that you are in. The events are varied ranging from bowling to comedy nights, Jack the Ripper walking tour to Regents Park Open Air Theatre. The most recent event had a number of staff singing at a local Karaoke bar. MFL are currently organising the next Buzz night which is a day trip to Paris!
- **Buddies** – all new staff and anyone 'new to role' are allocated a 'buddy. Buddies will not be in the department or faculty that the member of staff is attached to. They are a 'go to' person for advice/support who you can chat to in a non judgemental and non threatening way.
- **Tea/coffee/sugar and milk** are provided free of charge and are available in the staff room and staff kitchens across the school.

- We run a number of twilight sessions during the year as a creative way to allow significant CPD time and provide some flexibility on term dates. Staff stay in school until 5.30pm and we provide various forms of light refreshment to help staff engagement.
- **Team Building Staff Development Sessions** - as part of our commitment to staff development, we run weekly sessions on a Friday. Some of these sessions are dedicated to staff well being through team building activities. All staff have enjoyed a number of activities over the years such as: ballroom dancing, Irish sports, Murder mystery, code breaking, bake off, staff sports day and many more. We are always looking for new and creative ways to bring staff together for fun and excitement.
- **Staff Summer and Christmas Socials** - the staff social group work incredibly hard to ensure that we all have the chance to get together to socialise twice a year. The venues and entertainment varies each year, but a good time is guaranteed.
- **End of Term Celebrations** – at the end of each term, all staff gather in the hub to say their farewells to parting staff and to celebrate the achievements of the term. Refreshments are provided for all.
- **Creative Wellbeing** - for the past few years, we have arranged some 'mindful' activities for staff in the form of an art club which has run for 6 weeks or so during the autumn term. Various staff have appreciated the opportunity to spend time with colleagues they do not work with closely whilst creating something beautiful or useful. Silk painting and pottery have featured so far and this year, we will be 'crafting' during the autumn term. We are also planning to run one-off sessions – cocktail making, dance, sport and more.

CPD at Bishop Ramsey School

CPD is any learning outside of undergraduate education or postgraduate training that helps members of our community maintain and improve their performance. It covers the development of their knowledge, skills, attitudes and behaviours across all areas of their professional practice. It includes both formal and informal learning activities which may take place within or outside of the school setting. We are committed to providing opportunities for all colleagues to continue in their learning and become reflective practitioners as a result. Engagement is key and for that reason we believe that colleagues should take control of their own professional learning journeys. This is facilitated through a bi-weekly CPD programme that runs on a Friday, as well as career stage developmental programmes that focus on specific aspects of Teaching, Learning and/or Leadership. Collaboration between faculties is encouraged and we also provide opportunities to work with other schools. Staff are encouraged to keep up to date with current thinking regarding Teaching and Learning through the reading of educational sources including blogs and use what they have find out to experiment in their own lessons. Leading the development of others is also something that we encourage. The CPD strategy is shown below.

CPD STRATEGY FOR BISHOP RAMSEY STAFF - Designing CPD programmes for all teaching staff

Career Stage: CPD Opportunities	Initial career entry	Early career		Mid-career		Experienced Career	
	PGCE School Direct	ECT	NQT + 1	Aspiring Middle Leader	Middle Leader NPQLTD	Aspiring Senior Leadership Team	Senior Leadership Team
National CPD Opportunities:	Achieve QTS				NPQLT NPQLBC	NPQSL Future Leaders	NPQH
BR CPD Entitlements:	Professional Studies	ECT CPD sessions	NQT +1 CPD sessions Outstanding Teacher Programme	Aspiring Middle Leader Programme	Subject Leaders Leadership Training	Aspiring SLT (Run every two years)	
	Receive 1-2-1 mentoring	Receive 1-2-1 mentoring					
	Receive 1-2-1 CPD from SLE/LP	Receive 1-2-1 CPD from SLE/LP					
	Skills on Show						
	In-house Friday Staff Development Sessions and Staff Development Days						
			Stepping Up	Stepping Up	Stepping Up	Stepping Up	Stepping Up
Local CPD Opportunities:					HASH Middle Leaders Internship	HASH Senior Leader Internship	HASH Senior Leader Internship
Accredited Qualifications:	M-Level credits	Begin MA Teaching	Continue MA Teaching/ achieve PG Diploma in Teaching	Complete MA Teaching		MBA	EdD (The Professional Doctorate)
					MA Education	MA Education	
			Subject based MA	Subject based MA			
There are 4 possible career journeys available to teachers at Bishop Ramsey	Subject Leadership Career progression:		TLR responsibilities	TLR responsibilities	Head of Department	Head of Faculty	Assistant Head/ Deputy Head
	Subject Specialist Career progression:		TLR responsibilities	TLR responsibilities Become a trained PGCE/ SD/ ECT mentor Become an examiner SLE or LP	Continue as a trained mentor Train as a Chief Examiner SLE or LP	Induction Tutor	Assistant Head
	Pedagogy Based Career Progression			SLE Become a trained facilitator	SLE Continue as a trained facilitator	Induction Tutor	Assistant Head
	Pastoral Career Progression		Head of House	Head of House/ Assistant Year Director	Assistant Year Director	Year Director	Assistant Head - Pastoral

