**Why work at Oakley School?** In a nutshell, because it's a great place to work!....

Our ethos for pupils and staff is:-

## "Work Hard, Be Kind, Have Fun, Stay Safe"

### Work Hard

We do work hard, as a team, to ensure that our children and young people are safe (our top priority) and get the very best experience every day they are in school - so that they meet their full potential and are equipped with the skills for life and independence they need to have fulfilling and meaningful lives as contributing citizens.

We work in a fast and dynamic environment and during term time, the end of the day can come in the blink of an eye. However, work at Oakley School is exhilarating and fulfilling - our children want to come to school, they feel safe and they love to interact with each other and all members of staff. We don't have behaviour problems; what we do sometimes have is frustrated young people who struggle to communicate, but that's why we are specialists in managing and supporting behaviour. We also offer staff Makaton and Team Teach training in order to support them in their roles.

### Be Kind

We promote being kind amongst all our pupils; we do not tolerate bullying or any kind of discrimination. As members of staff, the same applies, our environment only works so well because we look out for and support each other. The Leadership Team work hard to promote the Health and Wellbeing of staff, they are readily available to staff for advice and guidance, we have a staff support line and we can access KCC's Staff Care Services. With everything that's going on in the world, it's especially important that we promote British Values including mutual respect, kindness and tolerance amongst our whole school community.

### Have Fun

We like to have fun! Whether that's supporting our pupils to participate in our annual "Oakley's Got Talent", morning staff briefings, the end of term staff gathering, Christmas party, or just after transport at the end of the day. Oakley staff (well, the majority of them) also like any opportunity to get dressed up; Roald Dahl day, Halloween, World Book Day, Christmas Jumper Day, Dragon Boat Race (this year we dressed as 80s movie characters). The pupils, staff and governors are all in one of four "Houses" and we love some friendly rivalry and competition too; we have a token reward system and each week the House with the most reward tokens is awarded the House cup in Celebration Assembly. We also compete in Houses during Sports Days and events such as Sports Relief.

### Stay Safe

We work with some very vulnerable children and young people and keeping them safe is our top priority. However, it is also important we keep our staff safe, whether that be working in a safe environment, staff to pupil ratios in the classrooms, risk assessments for offsite Sport & Leisure activities, trips and residentials or keeping staff safe on-line. We have annual safeguarding training for all staff, which is regularly reinforced in staff meetings and morning briefings, and we have 3 Designated Safeguarding Leads working across our sites, who members of staff talk to if they have any safeguarding concerns at all.

**Continuing Professional Development**

We have 5 staff training days a year which focus on school-wide training needs and updates. We have a comprehensive Induction Process, Makaton courses are run regularly, in house, after school, throughout the school year. Individual staff training needs are identified through our Performance Management processes and the school has a generous CPD budget to support a wide range of specialist courses and developing opportunities for teachers and support staff. We have a very good track record of promoting internally and 'growing our own', for example, supporting members of staff to do Initial Teacher Training and supporting Teachers on national leadership programmes (NPQML, NPQSL and NPQH).

As a maintained school we are on Kent County Council (KCC) terms and conditions which means we benefit from:-

- Membership of the Teachers' Pension or Local Government Pension Schemes, with a significant employer contribution;
- Generous maternity, paternity and sick pay schemes;
- Kent Rewards scheme which includes Childcare Vouchers, Cycle to Work Scheme and numerous discounts and special rates e.g. cinema tickets, local gym memberships, Thorpe Park etc.

At Oakley we have the added benefits of:-

- Free car parking and enough spaces for all;
- Free staff lunches, if you eat with the children, and if not we have well-equipped staff rooms with microwaves, fridge, hot water dispensers etc;
- A strong social and support network.

