

## Working at ODA: Perks

### How do we look after our staff?

We know that working in schools can be both rewarding and challenging. Looking after our staff means our children will get the support and help they need to succeed.

The most important way that we make sure that staff are happy is by ensuring ODA is a supportive environment that listens to staff and is committed to getting better.

## ODA Perks

### Staff Development

- Week Bootcamp to induct new staff and set up for the year effectively
- Weekly CPD & Coaching
- Supportive Line Management Structure
- Collaborative Planning time
- 14 whole school staff inset days dedicated to incremental improvement, planning and data analysis
- Free admission to Research ED
- Senior Leaders have access to coaching externally

### Wellbeing

- Clear whole school behaviour systems that are implemented by all
- Large teaching team to support the learning and behaviour of students more effectively
- Recognition - we take the time to give shoutouts and say thank you to colleagues
- Additional days of holiday to say thank you for volunteering to support students on events that are outside the usual school day e.g.residential trips, attending student performances etc
- No late-night parents evenings - we hold them during dedicated progress review days
- Termly 'Golden Weeks' where we celebrate staff well being
- A golden ticket, enabling staff to enjoy an afternoon off when needed
- A two week winter half term to enable staff to take holidays outside of normal term time and can rest and recharge from those longer darker evenings
- Free breakfast, lunch, tea and coffee
- Free flu jab
- Free eye test
- Report writing day
- Leaders given planning time offsite to drive forward whole school initiatives

### Parents of ODA Children

- Free breakfast club
- Free after school wrap-around care
- 1 x free after school club





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### Other

- Laptop/devices lent to all staff who need
- 10% off Pure Gym Membership
- 10% off car service and MOT at local garage
- Discounts on a new bike via the 'Cycle to work' scheme
- Season ticket loan
- Length of service rewards

