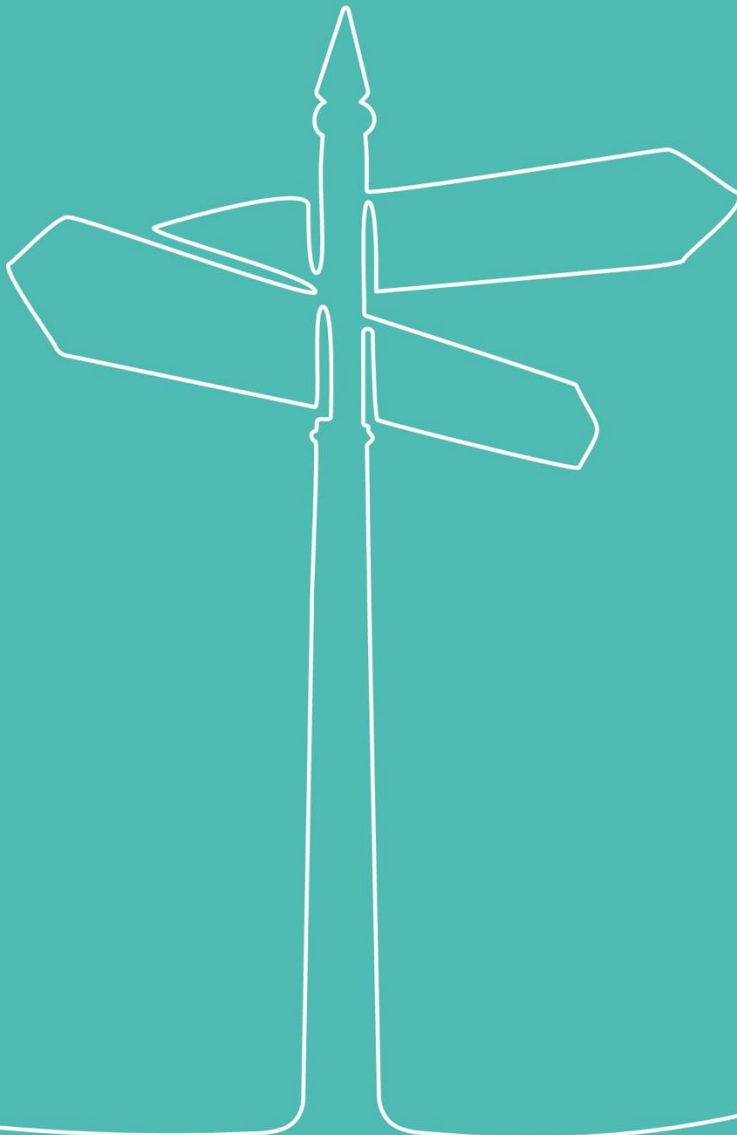




# Employee Value Proposition

@ Ormiston Maritime Academy



**[OAT]**  
Ormiston Academies Trust

AN OAT ACADEMY

# **Why employees ASPIRE to work at Ormiston Maritime Academy**

The culture of Ormiston Maritime Academy (OMA) is critical in ensuring we have an enjoyable, rewarding working environment in which all colleagues believe the demands of their job are reasonable and manageable.

We start from an assumption of professional trust and the belief that everyone seeks to do a good job. We ask all leaders to set a good example in how they behave and that they try to reduce levels of stress and anxiety in the organisation.

We use our ASPIRE values to make a pledge to all employees that Ormiston Maritime Academy is the preferred choice as their place of work.

C. Robson

Principal

## **Achieve**

- ✓ A sense of pride working with students by changing their life chances for the better.
- ✓ We only collect data for each year group twice per year.
- ✓ There is no described frequency of marking. Each subject interprets whole class feedback to suit their curriculum.
- ✓ A reduce workload by having a culture of shared planning.
- ✓ Achievements are celebrated through staff shout outs and extra rewards.

## **Support**

- ✓ We support teachers with the 1265.
- ✓ A supportive buddy, line manager, team, Senior Leadership team.
- ✓ Access to on-site mental health counsellor.
- ✓ Provide leaders with technology to analyse data that is useful
- ✓ All staff can request flexible working.
- ✓ We subscribe the Viv-up benefits so staff can discount on a range of retail items; salary sacrifice for bike schemes.

## **Persevere**

- ✓ A supportive environment with a can-do attitude.
- ✓ One-off lesson observations do not happen. We have a culture of supportive 'step-ins' where celebration is the primary form of feedback and opportunities for development are the norm.

## **Independence**

- ✓ The autonomy to take risks in the classroom.
- ✓ The ability to apply for further CPD in an area of interest.
- ✓ To be able to have a voice, through different means, with views and actions shared.
- ✓ All staff to have a productive appraisal system where personalised goals are reached.
- ✓ We providing coaching to staff, assigned or requested, so we all develop.

## **Respect**

- ✓ To request one well-being day per year.
- ✓ Opportunities to see family members at celebratory events e.g. reward assemblies; sports days.
- ✓ When new initiatives are introduced, reasons and evidence are given and staff feedback sourced.
- ✓ We are people-centred by allowing all staff to grow and development through personalised CPD.
- ✓ We have modern facilities to help deliver quality lessons.

## **Engage**

- ✓ Engage in the participation of quality CPD.
- ✓ Engage in the delivery of quality CPD.
- ✓ There is no expectation that staff access work emails out of working hours.
- ✓ We use the 'OMA Way' to have collective consistency of the behaviour policy.
- ✓ Staff spend time together at special events.