

At Budmouth Academy Weymouth we want all our staff to feel valued and to enjoy their day to day work and the difference it makes to the lives of the young people that we serve.

If you come to work for Budmouth Academy Weymouth then we aim to offer you:

High Quality Professional Development

- **INSET Programme for all staff both in house and using external providers.**
- **Middle Leadership Training for colleagues who wish to expand their skills beyond the classroom.**
- **Senior Leadership Training where this is an aspiration**
- **Induction programme for all new staff.**
- **A comprehensive NQT induction process.**
- **An appraisal process that genuinely supports career development.**

Support for Teaching and Learning

- **Excellent resources and facilities.**
- **Access to a GSuite ICT environment.**
- **Support from a 'Schools within Schools' structure including support from Subject Leaders.**
- **A centralised approach to Behaviour for Learning. You are here to teach!**
- **A reasonable approach to timetabling.**
- **A sensible to approach to assessment and minimal report writing.**
- **Senior and middle leaders who visit your classroom to support you in what you are doing and who show an interest in teaching and learning.**

Links with other schools and professionals:

- **The support from a trust who value a high quality curriculum and the chance to work with subject specialists from other schools.**
- **Two days of trust wide CPD.**
- **Involvement with PiXL and the chance to access CPD linked to raising achievement and the PiXL Edge.**
- **Involvement with other local schools. Whilst we embrace our trust membership, we are still a Dorset school.**

Health and Wellbeing Support

- **Staff access to our Sports Centre Gym.**
- **Own specialist HR Manager and team.**
- **We buy in to services such as Occupational Health, confidential counselling service, Stress Management.**
- **We try to find solutions to workload issue that arise and acknowledge that teaching is a demanding profession with ever increasing external pressures.**
- **The Principal meets with Trade Union Representatives on a monthly basis and there is an open and constructive dialogue about aspects of the school that can be improved.**

Support for a sensible home/work life balance

- **Chuckles Day Nursery on site – Discount for staff.**
- **Supportive policy on time off during periods of family illnesses/crisis.**
- **Support for requests for time off for personal reasons such as graduations, house move, weddings etc.**
- **The respect that holidays and weekends are ‘your time’. You will not be bombarded with work emails during these periods.**