



WELCOME TO WAINGELS



*An inclusive school where
everyone belongs, thrives and
succeeds*

WHY JOIN US?

Welcome to Waingels. Waingels is an inclusive school where ***everyone belongs, thrives and succeeds.***

Exceptional Waingels students epitomise our school values. They are being **Kind** and show **Respect** to themselves and others, show **Pride** in what they and others achieve and take **Responsibility** for their learning, behaviour, personal development and wellbeing with support from the school, their peers, parent/carers and other stakeholders.

We have **high expectations** and standards for all our students. We expect all students to try their best and to achieve their full potential by working hard, being resilient, seeking out opportunities and accepting support if needed. Exceptional Waingels students are confident, responsible, well-rounded young people who reach their full academic potential and are ready for their next steps.

Waingels is an inclusive school where everyone is welcome as part of our vibrant, diverse community. We will always strive to help students achieve with both their academic and personal development. We create a sense of belonging where students can seek support for their learning as well as their own concerns, worries or challenges. We aim to understand and remove barriers to help students achieve their full potential.

Waingels is a comprehensive school offering a broad and balanced curriculum, effectively adapted, personalised and enriched to meet the needs of all students regardless of their background, advantage and ability. Our curriculum evolves and is agile to respond to the needs of our students.

Waingels works in partnership with and fosters positive and purposeful relationships with all **stakeholders**. The social contract between *school and home* is a priority as we recognise that when this relationship is strong, students thrive. Staff well-being and workload matters and is deeply engrained in all decision-making and policies.

Lindsey Humber
Headteacher



WAINGELS READY

*I am **prepared** to learn*

*I am **proud** of my achievements, efforts, and successes*

*I am a **positive** member of the Waingels community*

*I will **build** resilience, remaining focused and on task*

*I will be **responsible** for speaking and acting towards others in a **kind** way*

*I will **respect** myself, others, and our drive to learn and grow*

STAFF WELLBEING



Staff well-being is very important to us and is integral in everything we do. As a member of the Waingels staff, please see below some of the examples of how we show our commitment to staff workload and well-being:



Generous absence policy, for example requests to go to children's sports days or graduations.



Reduced day to allow staff to prepare for **Parent Consultations**. Appointments then start late afternoon.



Dedicated **staff kitchen/ informal social space and formal workspaces** in all school zones.



Printing and photocopying facilities available in all staff areas and a dedicated Reprographics Technician.



Paid lunch duties plus free lunch vouchers for every lunch duty completed.



Complimentary tea, coffee, milk and squash in all staff kitchens.



Staff socials and celebration events such as our Summer BBQ.



Lunch provided for staff on **INSET Days**.



An early finish for our **Open Evening** to allow staff to prepare, followed by a **late start the following day**.



Free access to our school **Fitness Suite** before and after school.



Waingels will **reimburse** the full cost of annual **flu vaccinations**.



CPD is available for all staff at all levels including a thriving **CPD programme**.



Half termly **staff appreciation cards**. Nominations entered in to a prize draw for a voucher.



Reporting and data entry is kept to a minimum to avoid unnecessary burden.



The **Staff Wellbeing Team** discuss **ideas and issues** to ensure that **new policies** are **workload assessed**.