

AT HIGHFIELD  
WE  
LISTEN.....  
2015-2016

**Highfield Children helping in the Community**

Staff are planning this into the curriculum as they feel it is important for the children to offer their services. We already have a strong link with The North London Hospice in Barrowell Green and Firs Farm Wetland

**Inset days and Continued Professional development.**

Following discussions with staff a bespoke programme of Inset and CPD training has been arranged, this has been tailored to staff requests of what they feel would be beneficial to their own professional development and to achieve the School Improvement Plan and Vision of the school.

**Poet in Residence**

Cheryl Our Poet in Residence as bee Inspirational!

Staff have seen the amazing contribution that poetry has had to the children's improved literacy skills and in many other areas of the curriculum.

The staff have been working in partnership with the poet and compiled schemes of work which are included in our whole school curriculum planning map.

**Staff Well-Being**

We have addressed the concerns of work overload and put in place:  
Realistic marking procedures  
Teaching staff do not carry out playground duties  
Staff have additional release time to their designated PPA  
As a school we have agreed guidelines for a staff well-being policy.  
Work Life Balance is very important at Highfield

**Staff Involvement**

The staff play a strategic part in whole school decisions and are very seen as leaders in teaching and learning, they play a huge part in planning the creative curriculum and working alongside Cheryl – the School Poet in Residence.

**Extra-Curricular clubs**

The staff continue to give up their own time during lunch or at the end of the day to ensure there are a variety of clubs that children can attend, they also supervise clubs that the children have organised themselves.

**Coaching and Mentoring**

Our approach to quality assure Teaching and Learning is carried out in a coaching and mentoring approach where staff are supported to achieve the best outcomes for the pupils., Any concerns are picked up early and a coach or mentor is designated to work with individuals.

**Outdoor recreation area**

Once the allotment site was completed, staff suggested an outdoor staff space where they can eat their lunch and socialise, this is being equipped ready for Sep 2016

TO THE  
STAFF