



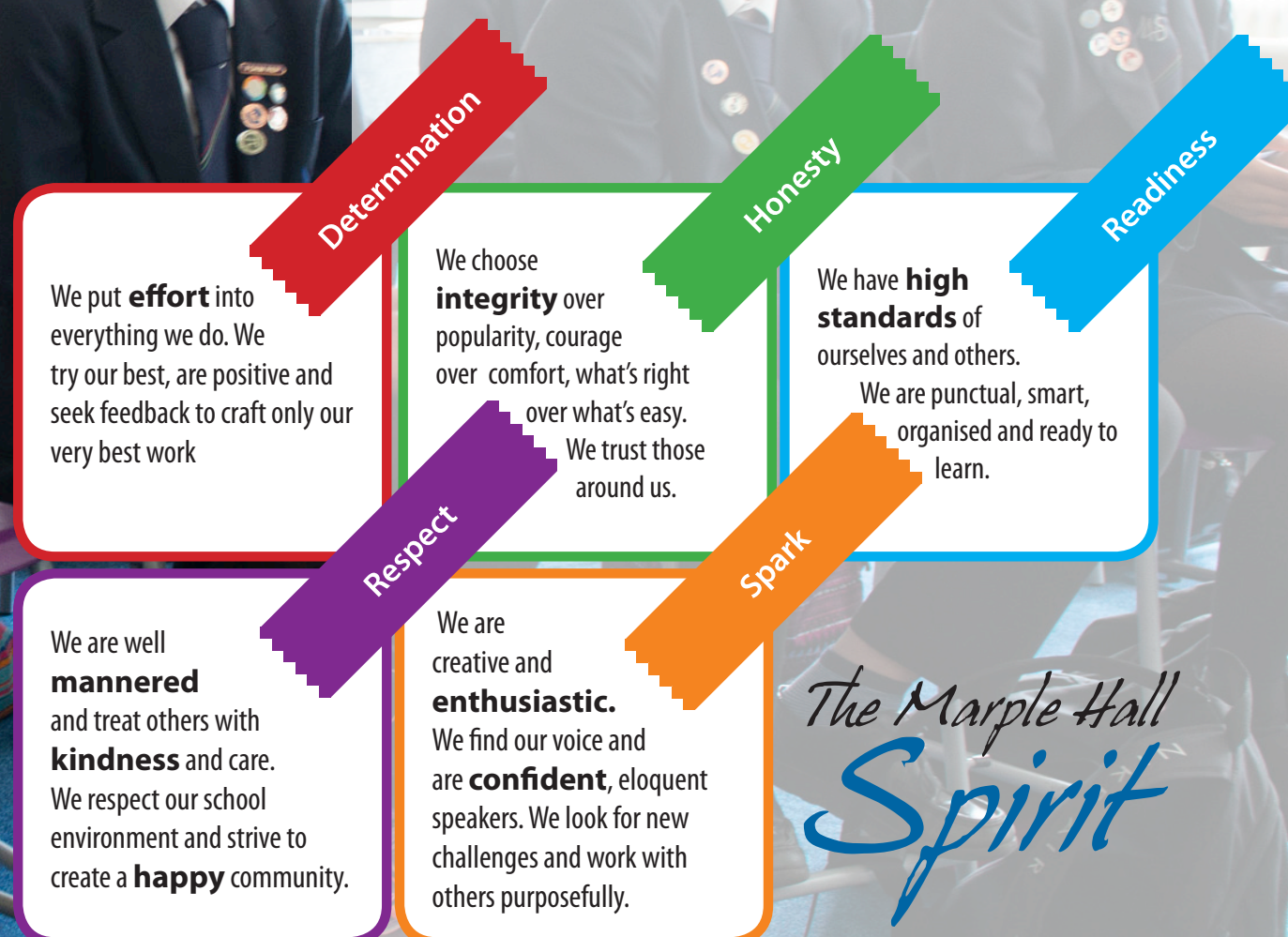
Marple Hall School

Staff Prospectus



What does it mean to be a part of Marple Hall School?

It means valuing, developing and displaying the following five qualities:



'The 2025 Plan'

Here at Marple Hall school we believe that 'Better Never Stops', which is why in 2018 we launched our bold and ambitious 2025 Plan.

This plan will see Marple Hall become the very best comprehensive school in the country by 2025. By focusing on the health and wellbeing of learners, the quality of teaching and support, standards of conduct and the educational outcomes for all, we are confident of reaching our very high goals.

We believe that nothing but this is good enough for the young people in our community, and if some school somewhere has to be the best then why not us!

At Marple Hall we believe that school is the most important part of a person's life. Experiences in secondary school help to shape who a person is and set them up for the journey ahead. It is crucial to us that everyone at Marple Hall experiences success both inside and beyond the classroom. Marple Hall has a strong record of helping students realise their academic potential, and as we strive to become a truly great school we are determined to see our standards rise and rise over time. Success is not limited to the exam room but is also measured by the development of a person's character, which is why helping students develop the Marple Hall Spirit is key part of what we do.



Passionate, happy independent learners inspired by expert teaching

'High quality professional development has been delivered regularly and teachers work together to share good practice. Teachers value the time that they are given to develop their teaching skills.'
Ofsted 2018

Teaching is at the heart of every school and we take our responsibility to provide high quality lessons very seriously. Our goal is to ensure that every single lesson is effective in helping students to make progress and enhance their knowledge and skills. However, the secret to great lessons does not lie with teachers alone. We believe that students learn best when they are happy, enjoy their lessons and are willing and able to work independently to further their education. We want students to be passionate about learning, to be determined, put effort into all they do and to show us a little bit of 'spark' - after all, they only get one chance at a secondary school education.

Our students finish at 2pm every Monday so that teachers are guaranteed two hours of high quality professional development every week.

'Marple Hall School is to be commended for their commitment to providing a range of high quality cultural and artistic opportunities for pupils. Innovative initiatives such as the 'SPARK' day have helped focus the school and wider community on the benefits that a creative approach to the curriculum delivery can have. You have successfully raised the profile of arts and cultural activities by giving staff and pupils the opportunity to work with a wide range of professional artists. Every opportunity has been taken to develop rich partnerships which provide pupils with authentic experiences. These initiatives and policy decisions have helped ensure pupil engagement and performance in the Arts is well above the national average' **Arts Council England June 2019, on the school's awarding of Artsmark Gold status**

'Thank you and all your staff for the incredible planning, creativity and commitment that goes into making MHS the thriving school it is.' Parent 2020



School is not just about lessons and exam results, it's also about helping students to become well rounded people who are able to make a positive contribution to the communities in which they live. We take a keen interest in developing students' social skills, either through dedicated lessons in form time or through encouraging students to take part in a wealth of enrichment activities. Experiences in sport, the arts, charity work or simply by helping others both inside and beyond the school gates play a huge role in developing a person's character. In any school or organisation there will be disagreements from time to time. It is how we help students to resolve these issues that counts, which is why alongside Determination and Spark we value Honesty, Readiness and Respect, three invaluable qualities.

A nationally recognised education establishment with a reputation for excellence



We are ambitious. We intend, with the support of students, parents and the community, to make this school great. A school where students are proud to attend, a school where staff feel privileged to work and a school where everything that can be done is done to improve the lives of everyone in it. We believe that leadership should involve students and many already help to enhance the work in subjects, lead students in games and PE, teach younger students who may struggle with English and Maths, mentor those who have faced difficulties, set standards for behaviour and conduct around school at break and lunch, and support the recruitment of new staff. School should not be something that is 'done to' students, it should be something that they feel a part of and can have a hand in shaping - that, to us, is the sign of a great school.

'There is a very strong commitment to tackling the achievement of disadvantaged students, as shown through vision articulated in the school's long-term plans. Students confirmed that they were encouraged to persevere and making errors was not frowned upon.' Independent Pupil Premium review 2019

'The staff who spoke to the inspectors said that they were proud to be part of the school. They feel motivated, well supported and valued. Teachers appreciate the consideration that you give to their workload and feel that leaders demonstrate concern for staff well-being' **OFSTED 2018**



'You have developed a strong and enthusiastic leadership team who are keen to drive improvement at Marple Hall School. You and your team know the school's strengths and have a clear vision for the future.' OFSTED 2018

Staff wellbeing at MHS

We acknowledge that wellbeing of staff is paramount. After all, happy staff equates to happy students. We are a strong team and are here to support, advise, challenge and care for one another in a safe, secure and professional environment. Over the years we've embedded several initiatives and incentives to ensure all who work in MHS are valued, cared for and most importantly 'happy'. Ensuring the wellbeing of staff is catered for can appear in many different facets - take a look below at some of the benefits on offer.

Cake Friday- every Friday departments bring/make cakes to socialise in our friendly staff rooms.		A focus and consideration on workload and managing workload.		Monetary vouchers for length of service (15, 20 and 25 years).	
Daily tea, coffee and chilled water provided in staff rooms		Deadlines are published in advance. The school calendar is consulted by the staff body before going live.		'Cup of joy' initiative for each building.	
Annual staff bake off Competition.		Fitness staff sessions, access to an on-site gym and offer the 'cycle to work' scheme.		On-site free parking and a rural location.	
Staff clubs and activities including a 'chatty art group' and 'sewing group'.		Opportunities for career development are always considered.		A refreshed and modern take on departmental marking policies.	
A buddy for all new staff and supervision for emotionally demanding work with students.		Developmental approach to lesson obs., drop ins and our appraisal cycle.		An established wellbeing team and wellbeing champions for our student body.	
Annual flu jabs.		'Open door' policy for staff-with a chance to win a £25 voucher.		2 qualified mental health first aiders.	
No student's data collected for data sake and no written reports!		Childcare scheme for those who have children in regular day care.		Frequent staff voice surveys on a range of school-based topics.	
Staff focused CPD on wellbeing and Mental Health.		A wellbeing staff bulletin and monthly calendar.		A mindfulness group for staff.	
Staff wellbeing noticeboards/shout out to staff in each staffroom.		6 hours of non-contact time.	6	Dedicated classroom where possible.	
Counselling service free to all staff/reduced cost to physiotherapy/support for pregnant colleagues and those returning from maternity leave.		A flexible approach to family commitments such as appointments and milestone events		A complementary free Christmas dinner.	
We uphold a 'Wellbeing friendly communications protocol' which discourages staff from sending/responding to evening emails.		SLT open door policy and response to urgent emails at the weekend.		Apply our wellbeing principles: to look after ourselves, to look after each other and to seek help when we need it.	

Determination Honesty Readiness Respect Spark



Our Community - Our Future

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For more information please visit the school's website.
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