

Great Academy Ashton is a highly inclusive, multi-cultural, celebratory learning focused school where we seek to embed our GREAT values in all activities and actions within school: GENUINE, RESPECT, EXCELLENCE, ACHIEVE, TOGETHER.

Underpinning our core purpose are our six key pillars of strategic intent:

1. To achieve great academic performance
2. To develop great people
3. To develop great processes of performance management, enabling our people to grow
4. To provide great students with wider achievements and enrichment
5. To develop great partnerships with our local communities
6. To manage our finances and resources efficiently to secure and sustain great provision and opportunities for the future

**Investing in people**, i.e. recognising and valuing the contribution made by our students, staff, parents and carers and stakeholders, ensuring we have the right people to deliver our vision, that they are well led and managed, provided with the highest quality training and support, and that they work in an environment conducive to positive wellbeing. Engaging with our community and building strong partnerships that support our moral purpose and enhance the work we do.

Working at GAA means the following for our staff:

* Free NHS health checks - <https://www.nhs.uk/conditions/nhs-health-check/>
* Free yearly flu jabs
* Westfields Health Plan - <https://www.westfieldhealth.com/business/our-solutions/health-cash-plans>
* Free access to school fitness suite
* Cycle to work scheme
* Car Lease scheme and electric car charging points
* Disaggregated teacher day to give a long November weekend
* Free tea / coffee and toast

 We are a school who has:

* Signed up to the DfE Workforce Wellbeing Charter
* A commitment to reduce workload – new initiatives are workload assessed
* Communication and email protocols to reduce unnecessary communication
* Feedback not marking
* No sims data drops – live data collected from assessments on one system
* Staff laptop and access to OneDrive
* An Assistant Principal with strategic lead for staff wellbeing
* A staff wellbeing working group
* A move towards flexible working wherever possible
* Regular wellbeing questionnaires to guide improvement

We are a school that believes in continuing Professional development and offer the following:

* Dedicated Leadership at GAA Programme
* Free access to the National College
* Leadership Legacy Project from the SSAT
* Staff bonus payments for external examiner status
* Paid membership of subject associations and professional bodies
* Bespoke teaching and learning and behaviour culture programmes
* Paid membership of the Chartered College of Teaching
* Paid membership of the National College