**Staff Feedback**

“I love working at Arbour House School because each and every one of the staff is here to be an advocate for all Arbour pupils. The pupils know they have a voice, and the staff have high expectations of them.  Relationships throughout are based on mutual respect and trust.

Every day is made special with humour, smiles and positivity.  There is a calm energy running through the school, with everybody working towards achievement for all. Staff genuinely care about and support each other in practical and thoughtful ways, which makes for a strong team, committed to helping pupils thrive.” *(HE – Teacher)*

“Every day is different with the children we support. We get to take them out into the community to take part in a variety of activities such as swimming, and life skills like shopping and going on public transport as some have never been on a bus or train before.

The staff team are all very supportive, everyone is willing to lend a hand. The teachers will always offer their advice and support. The team are friendly, everyone says hello and asks how you are when crossing paths in the corridors.

There are lots of opportunities for staff development and the chance to progress further.”

*(KS – Senior Teaching Assistant)*

“Arbour House school is a vibrant, energetic place of work. Staff are friendly, helpful and full of smiles with a positive outlook no matter how challenging the day has been. Every day is different and this makes the day more interesting. I thoroughly enjoy working with our children from primary to secondary and each child is unique in their own way.  I can come to work with confidence and look forward to my day. The children are amazing and it’s pleasure to come to work here.”

*(SL – Teaching Assistant)*

“I have worked at Arbour House since it opened and have been privileged enough to witness the astonishing progress that both the school and its pupils have made.

Arbour House is a small school, and as such has always had a comfortable, homely feel about it, something that I believe helps our pupils to settle in and feel that it is a ‘safe space’ relatively quickly.

Pupils are given many opportunities that are not given in mainstream schools, that allow them to learn through hands on activities and experiences. Pupils have been lucky enough to participate in many educational visits, including visits to London and even residential visits. It really is very rewarding to see them thrive and achieve success in a bespoke manner that suits their specific needs and interests.

Being such a small school has enabled me to develop positive, trusting relationships with both the pupils and staff and it really feels like we are a big family, all working together to achieve the same outcomes.

Potens have given me lots of opportunities to train and develop professionally and this has allowed to me to diversify my role. I have learnt so much since I first started working here. Every day is a school day!!” *(AM, KS5 Tutor)*

“I am proud to be working in such an amazing environment with the teachers, parents, and the children. The support system through the school gives the children some of the best chances to succeed in the future. I like working at Arbour House as I want to help children improve on their knowledge and everyday skills. Allowing children to express themselves with creativity is what makes Arbour House so special. The strong values of Potens run throughout the school creating an amazing place for children to grow and become independent. I also love working at Arbour due to the amount of community experiences the school offers. Allowing children to go on a variety of trips such as Dorset Water Park, Haynes Motor Museum, London, Residential trips and many more, gives the children memorable experiences to take on with them when they leave!” *(DS – Teaching Assistant)*

“I haven’t worked here for long, but when I first started everyone was so helpful and friendly. The learning is varied and creative with lots of opportunities to explore out and about as well as in the school itself. The building is designed to allow the children to have the space they need to feel relaxed so that effective learning can take place. There is a strong ethos of everyone pulling together to create a lovely atmosphere of support, humour and positive endorsement.” *(AR - Senior TA)*

“I enjoy being here at Arbour House. I love supporting in the office but I also like working with the wider team. All the staff are friendly and helpful which is so lovely, and the school has a really great atmosphere.”

*(NB - Admin Support and Teaching Assistant)*

“The children here at Arbour House reach their full potential in so many ways.

I love that as a teacher I can be more flexible when planning lessons, tailoring my pupils’ learning to their needs and interests so making it much more fun for them to learn.  Teaching lessons on the beach, in the woods and at the play park is one of my most favourite things about my job.

The staff are friendly, upbeat, nurturing, and approachable, and being in a small team allows us to feel more like a family and work through problems together.

As a Thrive Practitioner I am passionate about building relationships through play and I love that Arbour focuses on developing those relationships and making memories that will stay with the children forever. Seeing our children reach their goals, whether big or small, makes my heart brim.”

*(KG, Teacher & Thrive Practitioner)*

“Arbour House is committed to working creatively with children with complex needs. This role comes with its challenges, but is one of the most satisfying experiences a person can have.

Support staff play a significant part in pupils’ development and every day we get to see children building their relationships, gradually becoming successful in their own lives and in their interactions with others.

You are the witness of so many wonderful firsts at Arbour House, with so many smiles, and there are so many factors that I enjoy when it comes to working at the school.

My favourite thing about being here is the wonderment I see in the children every day; it makes me appreciate the small things in life.

The work that I do with the children is heartwarming - and lots of fun!”

*(KO – Teaching Assistant)*

“Working at Arbour gives both myself and the students a freedom unlike any other.  If a day or lesson isn’t working particularly well, we can down tools, go out and reset.  Just because we are in the middle of a lesson doesn’t mean we can’t change the direction it’s flowing.  If it’s not working, we’ll find a way that does.  We adjust as and when needed to suit the needs of the student.” *(LS – Teaching Assistant)*

I like…

* That no day is the same.
* Time never goes slow.
* Because of small class teams, staff build strong rapports with pupils.
* We have opportunities to give our pupils experiences that they have never had before.
* We get to see our pupils thrive for the first time in many activities.
* Pupils are given choices linked to their learning.
* Lessons are often practical and creative due to us having lots of kinesthetic learners.
* ILS plays a huge role in our daily routines, which gives them skills for life.
* Pupils are taught other ways to express their emotions rather than becoming physical.
* Cannot beat the feeling when you look back at the journey that our pupils have made.
* Surrounded by awesome, hardworking staff.

*(NS – Teacher & SENCO)*

Arbour House has enabled me to fulfill a passion for Physical Education and share that passion with the pupils. Potens encourages all staff to fulfill their aspirations and pass on their knowledge of a particular area of interest, wherever possible, to the benefit of others.

I enjoy working at the school due to its flexibility towards pupil learning and the fact that it actively encourages all staff, regardless of position, to manage situations as they see fit, with support, and this gives you a sense of confidence and self-worth.

The school offers a variety of training opportunities and working closely with the pupils enables each staff member to develop a professional working relationship with them, one of which would not be as well-developed in a larger school.

*LC – Senior Teaching Assistant*

“Having worked in a mainstream school for many years it has been a breath of fresh air coming to work at Arbour House.  The curriculum is bespoke and there is the flexibility to adapt the lesson on the spot in response to the needs of the pupils.

The school encourages the use of the outside world to make the pupils’ learning relevant to the individual, as well as to expand their experiences and understanding of the world around them.

It is good to be part of an ethos that sees the child as a whole person and strives to offer an education that helps to prepare them for a life outside of school.

At Arbour there is the opportunity to build good relationships with both staff and pupils.

It is extremely rewarding to help the pupil’s confidence in themselves grow and to watch the delight they experience when they achieve something they did not think they could do.”

*(AF – Teacher)*

“I love working at Arbour House as every day is different. All the team are friendly and work so well with the children and with each other as a collegiate whole. There is a real team spirit, and everyone is always willing to help each other.”

*(NM, School Administrator)*

“I am a T.A. at Arbour House and one of the highlights of my job is that all the staff in the school are friendly and helpful. A year later everyone is still as friendly and as welcoming as when I first started. I have always found the atmosphere is positive and supportive. I find that when working with the pupils, when you finally build a relationship with the more difficult to crack characters, it gives you such an enormous sense of well-being and achievement that it makes your hard work worth every minute. The pupils that attend Arbour House are children who require bespoke methods of teaching which may change daily so it is a challenging environment, but no two days are the same and this creates a fascinating and fun place to work.”

*(AP – Teaching Assistant & ELSA)*

“I like the bespoke learning and availability of resources that help the children.” *(CF – Teacher)*

“I feel extremely content in my current role within Arbour House. Coming into a school environment from a business background was very nerve-racking but the team welcomed me with open arms and couldn't have been more supportive. I have never loved working with a team as much as I do my Arbour family.

The children are an inspiration and even on a difficult day they put a smile on my face and I feel privileged to be part of their learning journey.

Arbour House gives you the opportunity to be bespoke in every way possible and I love that no day is ever the same!”

*(JO - Teaching Assistant)*

“I have been here since 2017 and have had an amazing time working with the pupils and enjoyed teaching different areas of the curriculum. I enjoy the practical aspects to lessons, accessing the community, and making learning ‘real’, like going to Dorset Heavy Horse Farm where we got do some practical Maths learning by measuring and recording on site. There is a calm and positive energy in the building that makes day to day learning engaging and fun. The children feel safe and secure here and I love the energy at Arbour House. It is inspiring. I like seeing the children being challenged and watching them grow and develop.” *(GD – Teacher)*

“Over the last year I have worked at Arbour House School within a dedicated team working together supporting pupils with amazing personalities and attributes. The children amaze me every day with the accomplishments that they achieve, socially and academically.

Because the school is small it has a warm, welcoming, family feel. There is never a day that is a struggle for me to come into work. I always look forward to it!

The smiles that you get from the children’s successes are heartfelt, as you know that they have worked hard towards the proud moments when they achieve something for the first time. “

*(CH – Teaching Assistant & ELSA)*

*“I love how the pupils here are never set up to fail here, only to grow, with bespoke learning and support.  Here, I am lucky to be part of the most dedicated team I have ever had the opportunity to work with. It doesn’t feel like just coming to work at Arbour House, it is much more. Everyone cares.” (CW, Teaching Assistant)*

“Arbour House is a special place with a warm and inviting atmosphere. A real sense of care, respect and regard is felt for the children and staff that work here. I felt it from the moment I stepped into the building. I enjoy coming to work and feeling like I am making a real difference to children’s lives. I contribute to an environment that safeguards, notices, encourages, supports and celebrates a child’s journey. We create a bespoke provision that genuinely meets children’s needs due to the curriculum design, resources available, environment, staffing ratios, community access and the flexibility of our approach. All that we do is built on nurturing relationships where children feel safe enough to take positive risks and succeed in ways that have a real impact on their lives beyond Arbour, and I get a real sense of pride that I am part of something bigger that is helping to secure better outcomes for children.”

*(CS - Teacher, Thrive Practitioner & Deputy Head)*

“At Arbour I work with some of the most dedicated professionals who are passionate about each and every child as well as the other members of the team.

Being able to adapt each child's learning to suit their individual needs, whether that be in the classroom or out and about in the community, enabling them to make achievements in everything that they do is one of the special things about Arbour.

Watching each child's progression and knowing that you had a part to play in that feels like an amazing achievement and makes everything I do worthwhile.”

*(SE, Teaching Assistant)*