



Staff Wellbeing Charter - 2024



'We are committed to ensuring all staff are...'

Equipped

Valued

Loved

Encouraged

Culture of training

- CPD/meeting requests all considered fairly
- Lion Alliance, leadership pathways
- Chartered Teaching Status possible
- Regular, supportive 121 meetings with leaders
- Clear, centralised behaviour policy

Culture of trust

- Feedback and home learning policies written by departments
- Supportive governing body who have direct, key links with staff in the school
- Fair department budget allocations regularly reviewed

Culture of wellbeing for all

- Wellbeing is modelled and promoted by senior staff
- Careful compilation and consultation process of the school calendar
- Staff impact assessment completed on all actions from senior meetings
- On site, professional staffrooms

Culture of support

- Supportive line management structure at all levels
- No lesson judgements as part of a supportive and celebratory instructional coaching process
- Mental Health Lead professional member of staff trained for the school

Culture of workload reduction

- Directed time below 1265 hours
- Teaching contact time below national average
- Deadlines are consulted with staff
- Max of 3 data collection points / year
- Centralised MAT support services
- Meeting time carefully allocated and kept to a maximum 45 minutes
- Annual workload audit completed
- Feedback policy – no marking 'for the sake of it'. Book marking is discouraged and replaced with 'live' marking, key tasks and whole class feedback encouraged.
- Timetable written with wellbeing in mind (fewer split groups, whole days)
- Flexible working requests considered generously.

Culture of listening

- Well-being email address
- Annual, anonymous staff surveys
- SLT meet with Union reps regularly
- No 'work' related displays in The Venue / Staffroom – a genuine break space
- Free tea and coffee available
- New initiatives are evidence informed and discussed before starting
- Wellbeing events during the year
- Expansion of free parking for staff
- Free access to an on-site gym
- End of term staff celebrations
- Births/Weddings celebrated
- Feel good Friday celebrates practice including Bacon Butty / Brunch Fridays

Culture of caring

- Rarely cover policy enacted
- Part time roles and flexible working always considered generously
- Clear policy for dealing with difficult parents
- Sympathetic on Leave of Absence.
- Meetings with agendas published in advance and cancelled if not deemed productive
- Appropriate workload culture set (eg: no expectation emails replied to in evenings and weekends)
- Mental health working party meet
- Disaggregated training days
- Access to free, external professional counselling service
- Free Vivup staff assistance wellbeing service

Culture of coaching

- Time created for departments to support each other to create high quality curriculum/assessments (training days/SPUDS)
- A culture of peer coaching through TaLK
- Regular internal progression opportunities (TALK, LoL, NPQ, CCT, LM, ECT mentoring, secondments to SLT)
- Support available through Directory of Expertise, FPMAT and The Lion Alliance
- Leadership coaching opportunities
- Full time counsellor on the staff
- 'Open door' policy to LT, discussion encouraged