

The 50 things we will do to promote staff wellbeing in 2022

Teaching and Learning

1. We don't grade individual lessons.
2. We trust teachers to decide the best approaches for their class.
3. There is no set format for planning. The only thing we ask for is medium and long term planning in a format that can be easily understood by all.
4. Where schemes of work are provided staff may innovative and adapt these as they see fit in order to maintain quality.
5. The Leadership Team and Admin team will support staff with sourcing educational resources and organising activities like trips so teachers can 'get on' with teaching.
6. The Leadership Team and Governors are open to staff making suggestions for investment in resources and facilities that will enhance teaching and learning and these will always be considered.
7. We recognise the importance of links with our community to benefit wellbeing and enhance the curriculum.
8. Teachers are able to plan their own timetable to suit themselves and their class.

Behaviour

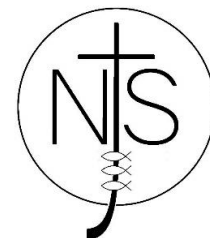
9. SLT are visible throughout the day.
10. A climate of positive praise is encouraged and modelled.
11. Attendance is valued.
12. Peer on Peer praise is used by all staff.
13. We support each other to allow staff to put family first.
14. We actively look for opportunities for home working e.g PPA at home, SLT time off site.
15. The door is always open to the SLT for staff to talk to.

Assessment

16. We don't produce lengthy written reports for parents.
17. We keep formative assessments simple and then use summative judgements each term.
18. Marking should, in the main, take place throughout the lesson. Additional marking should be purposeful and precise.
19. Teachers are given a whole day for parents meetings, which can be face-to-face or via Teams/phone call.

Professional Development

20. Staff meetings are strictly to 60 minutes weekly (only if needed).
21. We encourage staff to pursue CPD opportunities and support them in this.
22. There is an open opportunity for ALL staff to attend any training/CPD meetings
23. Staff are encouraged to read widely.
24. The diary for the following week will always be displayed in the staff room by 3:15PM on Friday and communicated on Nic's News by email by a Friday.



25. Staff are given time to put new things into action.
26. Subject leaders are given specific time for their subject development within school.

Welfare

27. If something new is implemented we reflect on how we can compensate for any workload implication.
28. We never expect an email response out of school hours, and parents are notified of this also.
29. Regular and varied staff social events.
30. Staff wellbeing board in staff room with signposting to support and information about wellbeing and social events.
31. Staff wellbeing group (representatives from all levels of staff) work to support SLT with all aspects of staff care and support.
32. Half termly staff wellbeing surveys offered to all staff to anonymously complete. The results are discussed and actions implemented by the Staff Wellbeing Group.
33. Suggestions and comments box available in the staff room by the Wellbeing Board.
34. Sweets and chocolate are provided in a 'Need Energy?' box in the staff room.
35. 'Staff Stars' can be given to colleagues, from colleagues, and presented in assembly with Head Teachers' Awards to emphasise colleague support.
36. We encourage staff to access counselling services if required.
37. Support materials for supporting Mental Health are regularly promoted and sign posted.
38. We maintain high standards of Health and Safety and encourage staff to approach leadership if they need further support or have concerns.
39. The leadership show they care with small gestures to ALL staff.
40. Staff are encouraged to lead healthy lifestyles outside of school and pursue sports and hobbies.
41. We would like all teachers to have left the building by 4.30pm at the latest on a Friday.
42. The HT is expected to champion and role model staff and pupil wellbeing.
43. Free tea and coffee for all staff.
44. The staff are provided with facilities in the staffroom: a personal lockable storage area and personal pigeon hole for all staff.
45. The staffroom facilities are expected to be friendly and used to build relationships between colleagues.
46. Christmas dinner will be paid for by school.
47. We celebrate staff birthday with a calendar and by encouraging cakes and treats to be shared.
48. A selection of games, puzzle books, jigsaws, colouring books and pens, and a radio are readily available in the staff room.
49. A staff book swap is open to all staff in the staff room.
50. We are one school and one team and do things together.

We work to 'make a difference'.