

South Bromsgrove High's Commitment to Well-being

Benefits:

- An Employee Assistance Programme offering counselling, financial support and 24/7 GP appointments
- Yearly flu jabs

Professional Development:

- We develop leadership positions at all levels, e.g., NPQLTD, NPQLT, NPQLBC, NPQLL, NPQSL, NPQH and NPQEL
- We have a comprehensive training programme and support for trainees and ECTs
- There is also a thorough induction programme for teachers and support staff
- We have a half-termly teaching and learning forum where staff can share good practice and discuss pedagogy
- We have a CPD programme for experienced staff

To Reduce Workload:

- A staff workload group to guide and develop policy
- A cover team to help reduce cover for teaching staff
- Expectation that staff do a maximum of one cover slot per half term
- Reduced data entries and only one written tutor report per student per year
- SLT 'Open Door Policy' with a willingness to listen
- Employed external invigilators for examinations
- Email and communication protocol to protect time outside of the school day

At South Bromsgrove, we have:

- Laptops for all teaching staff (and support staff in certain roles)
- A staff room facility with space to prepare food and make drinks, as well as dedicated work rooms.
- A flexible and generous approach to family commitments such as children's sports days or plays
- Free on-site dedicated parking space
- Opportunity to get involved in the school's wider life such as Duke of Edinburgh Award Scheme, Eisteddfod, House competitions and numerous school trips
- A culture of mutual support and encouragement amongst staff
- Staff who are Mental Health First Aiders
- Staff treats on birthdays and coffee mornings enabling staff to meet in an informal space
- Well-being 'Ninjas' providing the opportunity to thank or tell staff they are valued
- Staff 'Shout Outs' where staff thank each other for being supportive
- A modern, purpose-built building
- Positive relationships between Trade Unions and Senior Leadership