



WELLBEING COMMITMENT

WORKLOAD MANAGEMENT



- PPA planning as a year group team
- Limit after school meeting times in order to maximise preparation time
- Planned release time for subject leaders to meet and complete tasks
- Avoidance of excessive planning, assessment and paperwork
- Succinct policies, guidelines and expectations
- Report writing time (training day) in addition to directed time
- Reduced format for report writing
- Flexible PPA agreement where required

SUPPORT

- Fortnightly phase meetings & weekly support staff meeting
- Verbal acknowledgement and praise
- Linked senior leader for support with planning, teaching and wellbeing in smaller phases
- Staff Golden Day
- Dedicated staffroom space free from 'work' Dedicated work room
- Code of conduct for meetings
- Staff social events
- Wellbeing board (staffroom)
- Flexible working
- Drinks & SLT support during parents evenings
- Water cooler provided
- Wellbeing app & WNC EAP access to counselling & legal information (posters in bathrooms & staff spaces)



TRAINING AND CPD

- Collapsed training days to allow for flexible online training
- Carefully planned and timed implementation of training and new initiatives
- Whole school training events, including safeguarding
- CPD through whole staff and/or Phase meetings
- CPD opportunities outside of school
- Regular performance management to discuss and develop as professionals



COMMUNICATION

- A clear system of communication (weekly information on board, annual calendar, termly CPD & focus) Limited email communication to avoid bombardment
- Email cut-off point 6pm or set to schedule send
- Accessible senior leaders
- Regular opportunities for staff discussion both formally and informally, including the review and refinement of policy and practice
- Sharing of self-help materials

