

# Church Hill C of E Junior School



## Our Staff Wellbeing Package

*Vision: 'Let Your Light Shine' (Matthew 5:16)*

**Mission Statement: Together Everyone Achieves More**

Signed by: .....

Date: .....

Approved by Governors

Date: .....

Signed on behalf of the Governing Body: .....

(Chair of Governors)

# Your wellbeing matters. We have signed up to the Education Staff Wellbeing Charter to:



The infographic consists of 12 white boxes arranged in three rows of four, each containing an icon and a commitment. The commitments are: 1. Prioritise staff mental health (icon: group of people); 2. Give staff the support they need to take responsibility for their own and others' wellbeing (icon: hand holding people); 3. Give managers access to the tools and resources they need to support the wellbeing of those they line manage (icon: laptop with play button); 4. Establish a clear communications policy (icon: megaphone); 5. Give staff a voice in decision-making (icon: speech bubble); 6. Drive down unnecessary workload (icon: stack of papers with X); 7. Champion and enable flexible working (icon: clock with checkmark); 8. Create a good behaviour culture (icon: hands joined in a circle); 9. Support staff to progress in their careers (icon: red upward arrow); 10. Include a sub-strategy for protecting leader wellbeing and mental health (icon: two people talking); 11. Hold ourselves accountable, including by measuring staff wellbeing (icon: document with checklist).

- Prioritise staff mental health
- Give staff the support they need to take responsibility for their own and others' wellbeing
- Give managers access to the tools and resources they need to support the wellbeing of those they line manage
- Establish a clear communications policy
- Give staff a voice in decision-making
- Drive down unnecessary workload
- Champion and enable flexible working
- Create a good behaviour culture
- Support staff to progress in their careers
- Include a sub-strategy for protecting leader wellbeing and mental health
- Hold ourselves accountable, including by measuring staff wellbeing

**Education Staff Wellbeing Charter**  
For more information: [www.gov.uk/df](http://www.gov.uk/df)

**wellbeing(n):**  
A state of complete physical and mental health that is characterised by high-quality social relationships.<sup>1</sup>

## Teaching and learning, planning and curriculum

- We trust teachers to decide the best approaches for their pupils.
- Teaching and learning policy is co-designed with subject specialists because they know what works best for different subjects.
- No need to write lesson plans of any kind.
- Although schemes of work and resources are provided, they are not prescriptive - teachers can adapt them.
- As well as PPA time, staff are also offered regular leadership time.
- No pressure to 'put on a show' in lessons: a culture of typicality is reinforced by no lesson gradings.

## Behaviour

- Everyone has the highest expectations of behaviour, with all staff (not just teaching staff) reinforcing those expectations.
- A clear system of sanctions which is applied consistently so staff don't have battles with pupils.
- Senior Leadership are very visible and all staff 'own' their corridors.
- Senior Leadership are visible at lunchtime so behaviour doesn't bubble up.
- Senior Leadership are visible at the start and end of day.

## Assessment and reporting to parents

- Marking is for one audience and one audience only: pupils.
- Once a year, time for report writing to parents/carers will be given to staff.
- Minimal data entries – never enter anything that is not going to be used.
- A superb office team ensures teachers can get on with teaching.

## Professional Development

- CPD tailored specifically to staff needs, based on their feedback.
- Time for staff to put new things into action.
- Staff meetings finish before 5pm.
- The expectations and organisation of disaggregated days will always be clearly communicated.
- Meetings only take place when they are needed - not just because they are on the calendar.
- Non-hierarchical approach to professional development - there are things a senior leader can learn from an NQT and vice versa.
- In-house experts on all aspects of educational practice, including Specialist Leaders of Education.
- Targeted support plans for teachers who are struggling.
- We develop leadership positions at all levels, with middle leaders shadowing senior leaders, postholders shadowing their middle leaders and so on.
- Comprehensive support for ECTs, with dedicated mentors and regular meetings.
- Performance Management is tailored to school and individual needs. Data targets are not used punitively but aspirationally.

## **We work hard, play hard**

- There are no prizes for looking busy or staying late - work in a way that suits you and make sure you make time for yourself and your family/friends.
- No expectation of answering emails or responding to messages outside school hours.
- We are constantly streamlining all systems and processes so they take less time and workload is reviewed.
- No tick box culture – never do anything if it's not going to make a difference. Share these concerns with senior leaders.
- If something new is introduced, something old must be taken away.
- We regularly survey staff to get their honest opinions about how to improve.
- A culture of peer-to-peer praise, including sharing staff successes with pupils.
- Annual CPD on managing stress and mental health.
- Open-door Senior Leadership – no concern is ever too small.
- Regular staff social events out-of-school and in school.
- Seasonal events for everyone to show their less serious sides (for example, World Book Day, Christmas jumpers, staff pantomime, themed non-uniform days, etc).
- Countless opportunities to get involved with the wider life of the school – residential, sporting events, fetes, bonfire night.

## **...because a little goes a long way**

- Salary sacrifice scheme for childcare vouchers or other childcare benefit scheme.
- Salary sacrifice scheme for cycling to work.
- Access to occupational health should you need it.
- Access to counselling via our Health & Safety subscription should you need it.
- Annual flu jab voucher for all staff.
- Eyesight tests for DSU users and a pair of glasses from the £49 range (or a £49 contribution towards another range) should a DSU user require glasses.
- Personalised risk assessments (as needed) put in place at school, unique to you and your needs.
- 1 paid day off per academic year for staff moving house.
- 1 paid day off for staff to attend their child's/ partner's graduation ceremony.
- 1 paid day off for staff to attend their child's university open event.
- Support for members of staff going through bereavement with flexible options discussed to support approaches to working during this period of time.
- Treats on parents evening nights to 'keep staff well-fueled!'
- Development of the school site over the coming years to ensure staff have a quiet space to work alongside the environment being an attractive one to work in.
- Life happens... so keep speaking to us. We will always be available to listen and act.

## **To prove we mean it**

- School leaders will be held accountable for ensuring this package is implemented by the Wellbeing Committee. Our link governor for wellbeing is Steve Hardy.
- Members of this committee are: Diane Brown, Manisha Sudera, Terri Stirk, Jo Campana, Simon Lamming
- The committee will meet once termly, within working hours, to ensure the package is monitored and any concerns raised.
- Concerns can also be raised as needed to Manisha Sudera, Deputy Headteacher and members of the Wellbeing Committee.