

# Staff wellbeing: 80\* things we do

\*and counting



## Teaching & learning & assessment

- No graded or high-stakes lesson observations
- T&L policy shaped by faculty areas
- Constant review of assessment policy
- Constant review of data input
- Clear feedback policy supports teachers in marking strategically
- No expectation to provide lesson plans
- No expectations to include specific elements in lessons
- No pressure to put on a 'show' lesson. A culture of typicality is being embedded, reinforced by no grading and regular Learning Walks involving both Senior and Middle Leadership
- Rarely cover agreement
- Reports to parents use statement banks
- Staff are encouraged to take risks to increase joy in classrooms

## Menschlich behaviour

- Consistency of expectations of student behaviour and menschlichkeit supports staff
- Clear system of rewards and sanctions
- Daily centralised detention for low level behaviours run by senior staff
- Weekly after school detentions run by senior staff
- Senior staff visible on corridors, which are 'owned' by staff
- Senior staff on break and lunch duty
- Call out system involving senior staff includes visits to cover lessons to support behaviour management
- House system encourages positive competition and promotes menschlichkeit

## Professional development

- Individual CPL provided to ensure staff are able to progress
- Opportunities for leadership of CPL both internally and externally (eg PiXL)
- Culture of collaboration eg staff Input into SIP
- Targeted coaching for teachers who wish to develop their practice (Teacher Development Programme)
- Line management of all post holders with wellbeing as a standing item
- INSET Day is devoted to Appraisal to support teachers' development.
- Twilights in place of two INSET days, with school closing early to maximise staff energy levels
- Shared responsibility for data target in Appraisal
- Staff library of professional resources available to borrow from the LRC
- All senior staff trained in Safer Recruitment
- Regular training in Safeguarding and Health & Safety
- Practical support and financial assistance where possible for further study eg Masters or PhD
- Exit interviews with a governor
- Union reps have regular meetings with Head
- Comprehensive support and guidance for NQTs including membership of Chartered College
- Comprehensive programme of preparation for ITT
- Access to professional qualification eg NPQML, NPQSL, SLE etc
- Career development opportunities eg secondment to SLT

## **Social, physical and emotional**

- Emotional and Wellbeing Practitioner who works with staff, students and parents
- SLT member has oversight of staff wellbeing who reports to Governors' Personnel Committee
- Wellbeing Team made up of representatives from across the staff body
- Annual survey to monitor the wellbeing of staff
- Wellbeing suggestion box
- All staff able to make appointments to see Headteacher
- Open door policy for SLT
- A culture of peer praise and thanks
- Staff access to counsellor
- Priority places for children of permanent staff (with two years' service)
- Friday challah ordering service
- Random challah delivery
- Random wellbeing goody deliveries
- Free use of school gym equipment
- Staff showers
- JCoSS recyclable water bottles provided
- Deliveries accepted at school
- Dry cleaning and ironing service
- MOT and garage services arranges for staff cars
- Weekly vegan food delivery
- Paid lunch duties
- Paid bus duties
- Early finish on Fridays
- Regular sports sessions eg football, netball, Zumba
- Wellbeing walks at lunchtimes (Tuesday and Thursday)
- Annual Cycle to Work day
- Free tea & coffee
- Regular 'cake breaks' for staff to meet and chat
- End of term events for staff eg staff lunch/tea
- Festive food treats eg doughnuts at Channukah
- Staff involvement in seasonal events eg Purim video
- Regular theatre trips and outing
- Book club and recommendations
- Wellbeing Wednesdays throughout the year
- Participation in challenges eg Tough Mudder & Fun Runs

- **Reduced rates at local gyms**
- **Reduced rates on healthcare plans**
- **Staff updated on financial savings eg Totem, Unidays, Cycle to work scheme**
- **Access to *Employees Matter* webinars on a variety of topics**
- **Mental Health First Aid Training for key staff**
- **Support information readily available**
- **Fulfil 9/10 guidelines for staff wellbeing in schools issued by Anna Freud Centre as part of *Schools in Mind* project**