Staff wellbeing: 68* things we do

*and counting

Teaching & learning & assessment

- School Key Priority to reduce workload
- No graded or high-stakes lesson observations
- T&L policy shaped by faculty areas
- Constant review of assessment policy
- 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
After-school meetings minimised
Individual CPL provided to ensure staff are able to progress
Opportunities for leadership of CPL both internally and externally
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 postholders
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
Financial assistance and practical support 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
Comprehensive programme of preparation for ITT
Access to professional qualification eg NPQML, NPQSL, SLE etc
Career development opportunities

Professional development
Wellbeing Team meets regularly, led by a member of SLT who also reports to Governors’ Personnel committee

- Annual survey to monitor the wellbeing of staff
- 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
- Book People orders
- Free use of school gym equipment
- Staff showers
- JCoSS recyclable water bottles provided
- Deliveries accepted at school
- Dry cleaning and ironing service
- Paid lunch duties
- Paid bus duties
- Early finish on Fridays
- Weekly football, yoga and boot camp
- 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
- Book club
- Film club
- Healthy January initiative
- Health and wellbeing events throughout the year
- Reduced rates at local gyms
- Reduced rates on healthcare plans
- Orbit staff benefits through Capita, including car and bicycle buying schemes, healthcare and shopping offers
- Fulfil 9/10 guidelines for staff wellbeing in schools issued by Anna Freud Centre as part of Schools in Mind project