Staff wellbeing: 75* 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
- 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
- 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
- Comprehensive programme of preparation for ITT
- Access to professional qualification eg NPQML, NPQSL, SLE etc
- Career development opportunities
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
Random challah delivery
Random wellbeing basket deliveries
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
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
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
Book club
Healthy January initiative/INSET
Wellbeing Wednesdays throughout the year
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 of a variety of topics
Fulfil 9/10 guidelines for staff wellbeing in schools issued by Anna Freud Centre as part of Schools in Mind project