

Brennand's Endowed CE Primary School



Staff Wellbeing Charter

The School Governors and the Leadership Team are committed to the wellbeing of all staff at Brennand's Endowed CE Primary School.

Our overarching principles are:

- TRUST – we trust that what you do in your work will be in the best interest of our children, school and yourselves.
- SUPPORT – we will support you when and if you need it.
- CARE – we care about you.
- GUIDANCE – we will offer guidance when and if you need it.
- INTEREST – we take an interest in you beyond the school gates.
- HAPPINESS – we want you to be happy at work.
- BALANCE – we want you to get the balance of work and personal life right. Make time for yourself and your family.
- EQUALITY AND INCLUSION – we treat everyone with fairness and respect and recognise the needs of individuals.

The following charter has been developed to promote and foster wellbeing across the school:

Workload Considerations:

- Live marking with the children ensures marking is manageable and purposeful, impacting on the children's progress.
- There is no expectation to answer emails outside of work hours.
- Planning is for your own use – planning isn't expected to be handed in or produced in a certain format. Schemes of Work have been developed/bought in for each teacher to use to support planning.
- PPA can be taken at home.
- Written reports to parents have been reduced in length to provide pertinent information.
- Staff are given one day out of school to write reports annually
- Parents' Evenings are held during school time and no later than 7pm, and more than twice a year.
- Our Staff meetings have a clear agenda, are planned and purposeful. Time is given during meeting time for additional tasks.
- Staff are given termly additional time for subject leadership tasks.
- We ensure our systems and processes have an impact and make a difference – not just to do something for the sake of it.
- Daily refreshments are provided for all staff – tea, coffee, milk etc.

Personal Support

- Reasonable time will be allowed to attend important events for your own children.
- Medical appointments can usually be taken when they are offered.
- Supervision for all staff is available on request.
- We have a staff Whatsapp group to share information, experiences and laughter.
- In times of crisis – we will be there for you to provide support and we will try to meet your needs, accessing external services where we can.
- Consideration is given for celebrating religious festivals.

Professional Support

- Professional learning is tailored to the needs of the staff and legal requirements.
- Comprehensive support is provided for ECT's and new staff.
- Performance management is tailored to individual needs. Data targets are not used.
- CPD has a focus on what will help your subject leadership, classroom needs or/and your own professional aspirations.
- Return to work meetings following periods of absence will be used to offer support if and when required.

Recognition

- We appreciate all that you do for our school, our children and colleagues.
- We know that this is a job that we all feel passionate about – BUT is a part of our wider lives and we must recognise that.