

STAFF WORKLOAD & WELLBEING CHARTER

Our staff body is the school's most important resource. We are committed to take care of our employees and support staff workload and wellbeing to ensure staff recruitment and retention and because we are all 'humans first, professionals second'. The College has been involved in national and regional initiatives for teacher workload and flexible working.

Manageable marking expectations



There is no whole school approach to marking style or frequency. Departmental assessment calendars and feedback policies have been developed to ensure effective subject-specific assessment design and AfL approaches.

Automated reporting



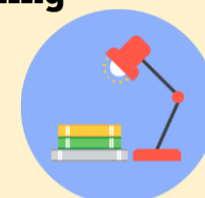
There are no whole school data drops. Live online mark books allow departments to stagger summative assessment deadlines. Snapshot reports are generated automatically with no written comments.

Specialist teaching & resourcing



Where possible, teachers are deployed to teach their specialist subject. Subject Leaders' pledge creates an expectation for fully resourced schemes of learning. The use of high quality text books, and other materials, is encouraged.

Meaningful home learning tasks



There is not a rigid homework timetable. Teachers set home learning tasks that support schemes of learning and they are not expected to mark all outcomes. The use of home learning websites and self-marking tasks are encouraged.

Minimising accountability pressure



References to inspection are avoided. Removed requirement for detailed lesson plans for departmental reviews. Formal observations and data targets have been removed from appraisal objectives.

Ethical and humane Leadership



School leaders are approachable and are committed to supporting staff wellbeing. There is a focus on high quality line management. Open communication is encouraged to address staff workload/morale concerns.

Valuing professional relationships



Staff relationships are supported through use of the staffroom and events such as bring and share lunches. Working parties and Trust subject/improvement networks encourage professional collaboration.

Supporting flexible working



We support flexible working, including part-time leadership roles. Flexible use of PPA time is permitted and presenteeism is discouraged. The personal absence policy is applied flexibly to support life events/family responsibilities. Where possible, hybrid working is permitted.

Protected time



The directed time calendar ensures that teachers are deployed under 1265 hours. Teachers are not used to invigilate mock exams.

Efficient and effective meetings



Teachers are only expected to attend one after school meeting/event per week. Morning briefings are limited to 10 mins. Regular calendared curriculum development meetings support planning.

Centralised behaviour systems



An on-call rota supports with classroom and duty behaviour management. A centralised detention system reduces staff admin and time spent on managing detentions.

Reducing email traffic



Internal and home-school communications protocols help to create manageable email expectations. Encouraging the use of out of office messages and delay send facility helps to reduce emails outside of working hours.

Supporting good physical health



All staff have free gym membership, access to the cycle to work scheme and an optional free annual flu jab. Eye sight tests are paid for display screen equipment users.

Supporting good mental health



Membership of Health Assured Employee Assistance enables access to wellbeing resources, 24/7 helpline and confidential counselling. Mental health training and in-school support is also offered.

Free refreshments



Tea, coffee and milk is provided in the staff room. Staff members are offered a free meal on parents' evenings, evening events and training days.

Showing care and gratitude



Staff efforts and hard work is valued and acknowledged through personalised thanks and public recognition, such as shout outs in the staff bulletin. Treats are shared in the staffroom after evening events from the Principal.