

Staff Wellbeing Charter

Staff wellbeing is a top priority for King Alfred's Academy. The charter below takes into account all of the measures we are aiming to deliver as an employer of choice to enable staff to maximise their professional potential and create a happy working environment.



TEAM ethos – collaborative approaches sought throughout the academy across teaching and support staff



Staff achievements recognised and celebrated



Access for all staff to a highly trained and skilled school counsellor



Clear communication - deadlines carefully considered and well publicised school diary



Dedicated PPA time



Dedicated staff CPD sessions, once per term (first Thursday)



Simplified and reduced electronic T&L and Behaviour Blueprints



Complimentary tea, coffee, sugar and milk in the staffrooms. Fruit every Wednesday



Peer support groups dedicated to maintaining a healthy work/life balance



No new substantially additional initiatives outside the Academy Improvement Plan – keeping the main thing the main thing



Bi-annual social events for all staff



Treated on your birthday



A dedicated staff wellbeing team. Teaching and support staff leads who meet fortnightly



Appraisal/ annual review process to support professional development



No pupil or class data collected for data's sake – 3 data drops per year



Time afforded at INSET for appraisal, mock marking etc.



Opportunities for career development actively encouraged and supported in school, across the Vale Academy Trust and at a national level



Employee assistance programme with free counselling service for staff and their families.



Use of School Cloud software for Parent's Evenings



Reduction in staff meetings/ briefings
Reduction in marking and feedback policy



Open door policy. Supportive approach to lesson visits and drop-ins



A firm commitment to the current DFE Staff Well-being Charter



Members of the National College. Flexible and unlimited access to expert knowledge and skills across all categories including leadership, mental health & wellbeing, safeguarding, SEND and T&L



Reasonable and measured approach to 'Leave of Absence' requests