Our Staff



Wellbeing Charter



**Staff wellbeing is a priority at our Academy –** this is our offer and commitment to all OSSMA staff:

Mental health CPD for all staff throughout the year.



Access for all OAT employees to Viv-up benefit scheme and Paycare.



Free access to the fitness suite before school and after school.



Annual flu jabs offered to all staff.

Wellbeing day for each member of staff booked through the Principal.

Wellbeing Wednesdays each term. Work-life balance week each term.

Career development opportunities for all.

Wellbeing representatives for each department.

Free counselling service available to all staff.

No formal lesson observations unless requested.

Access to staff wellbeing sessions throughout the year.

Open door policy of all SLT/Line managers.

Complimentary seasonal treats for all staff.

No expectation for staff to reply to emails that are sent out of school hours.

Free child care when OSSMA have Inset days for age 4+ children.

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Regular line management meetings.