*Wellbeing Charter*

At Sacred Heart Catholic Primary School, we understand that happy, healthy staff add so much to the community that we proudly serve. We are also acutely aware of the challenges present in our profession and we see it as our duty to support all colleagues. As a member of St John the Baptist Catholic Multi-academy Trust we pride ourselves on enacting our staff charter by promoting a strong commitment to wellbeing which is outlined below:

- Shared PPA within phases
- Additional release time each work to support with workload
- Regular subject release time to undertake subject leadership responsibilities within the school d
- The option to take PPA from home
- Release time for life events for all staff
- Directed time calculation well-below 1265 hours
- A visible and approachable SLT, LGB and Trust who all hold the same values and see staff wellbeing and happiness as a vital ingredient to working at Sacred Heart
- Centralised curriculum plans which detail the knowledge, skills and vocabulary that children should learn at every stage so that teachers can focus on how to adapt learning and make it meaningful to their children
- An Assessment and Feedback Policy that acknowledges workload and is manageable (our staff's words) in its application
- No arbitrary data collection; anything that is collected is purposeful and used to support teachers in the decisions that they make in the classroom
- Cycles of professional learning that are designed to improve pedagogy through the use of deliberate practice and peer coaching
- Support lines for employee assistance programmes and ability to make referrals for things such as physiotherapy
- Performance development that is rooted in development of practice to improve teaching and learning
- Dedicated pastoral team to support both staff and children
- Supervision for those who need it within their role
- Monitoring that is supportive and developmental which is tied to our school priorities
- A school therapy dog (in training) for children and staff