



Staff Wellbeing

OUR AIM: To have a happy and cohesive, high performing team that ALL have an effective work life balance.



'Flex day(s)' off each year

To be taken whenever you like for any reason you like (birthday day off, long weekend away etc.) An additional day is gained for every 4 years of service.

Day(s) to be agreed with a min. of one month's notice.



Potential for Flexible Work Hours

Staff are encouraged to work flexibly outside the main school day & calendared events, to create their own effective work life balance.



Clear Calendar & Timetables

All school events are calendared for the year ahead, with clearly identified & distributed deadlines for data. Teaching timetables are published well ahead of the end of year.



Buddy for all New Staff

All new staff are assigned a buddy once recruited to support them both on the lead up to joining, and across their first year.



Open and Honest Conversations

Regular staff surveys and a focus on discussing butterflies & hornets to ensure that we focus our time & effort on what impacts our students the most.



Discounts with local businesses

We are working to identify discounts for staff with local businesses, such as 10% off car servicing at Victoria Garage.



Annual Flu Jab

An annual flu jab for all staff, available each winter, free of charge.



Gym Access & Cycle to Work Scheme

Free access to on site Wellness Centre (gym) and a salary sacrificed cycle to work scheme (open for application in Oct and Apr).



Regular staff socials

Regular staff socials are calendared each year, including a Christmas party, activities such as bowling, along with drinks, meals and an annual summer BBQ.



Mental Health First Aid Team

We have trained mental health first aiders across our staff team. They are available to listen and provide support on anything you need, no matter how big or small your problem may seem.



Research Driven, CPD Focused

Our curriculum principles and our teaching & learning are strongly research focused. We encourage all our staff to engage in reflective and relevant CPD regularly.



Effective Marking & Reporting

Marking follows an 12 lesson cycle & is focused on spending time on the actions taken next. Data at maximum three times a year, with no long comments.



Minimising Emails

A school wide focus on consuming emails only during your working hours and a daily staff bulletin to reduce email traffic.



Employee Assistance Scheme

A confidential service that staff can use for support with personal and professional issues that could be affecting their home life or work life, health and general wellbeing.



Staff social fund

Staff contribute a small amount via payroll to cover tea & coffee in the staffroom and gifts to staff for life events (births etc).



Free Christmas lunch

A great opportunity for staff to enjoy the festivities with colleagues and students.



ECT Early Starts

Summer term starts will always be considered for ECT new joiners.



Chromebooks & Google Suite

All our students have Chromebooks that you can utilise as needed in any lesson. Not only can they enhance learning but they can also be used to automate marking / feedback.

It is our intention to continue all of these items for the foreseeable future, unless prevented by financial constraints.

If you have any concerns about staff wellbeing, or any ideas you think we should consider, please see Zoë Coomber, SLT lead for Staff wellbeing.